Report 1093-01-79-CR

Migrations of Women to and from Nontraditional Military Occupations

Final Report

By:

Sara Loeb Wood, Ph.D
Linda Pappas
Robin Lovely
Roger Johnson

July 15, 1979

OPERATIONS ANALYSIS GROUP

GENERAL RESEARCH CORPORATION

A SUBSIDIARY OF FLOW GENERAL INC.
7655 Old Springhouse Road, McLean, Virginia 22102

Prepared For:

Commander Richard Hunter
Office of the Assistant Secretary of Defense
(M, RA&L)
Room 3E773, The Pentagon
Washington, D.C. 20301

Contract: MDA 903-79-C-0170

Report 1093-01-79-CR

Migrations of Women to and from Nontraditional Military Occupations

Final Report

By:

Sara Loeb Wood, Ph.D
Linda Pappas
Robin Lovely
Roger Johnson

July 15, 1979

OPERATIONS ANALYSIS GROUP

GENERAL RESEARCH CORPORATION

A SUBSIDIARY OF FLOW GENERAL INC.

7655 Old Springhouse Road, McLean, Virginia 22102

Prepared For:

Commander Richard Hunter
Office of the Assistant Secretary of Defense
(M, RA&L)
Room 3E773, The Pentagon
Washington, D.C. 20301

Contract: MDA 903-79-C-0170

Unclassified

SECURITY CLASSIFICATION OF THIS PAGE *(When Data Entered)*

REPORT DOCUMENTATION PAGE		READ INSTRUCTIONS BEFORE COMPLETING FORM
1. REPORT NUMBER 1093-01-79-CR	2. GOVT ACCESSION NO.	3. RECIPIENT'S CATALOG NUMBER
4. TITLE *(and Subtitle)* Migrations of Women to and from Nontraditional Military Occupations		5. TYPE OF REPORT & PERIOD COVERED Final Report 1/3/79 to 7/15/79 6. PERFORMING ORG. REPORT NUMBER
7. AUTHOR(s) Sara Loeb Wood, Linda Pappas, Robin Lovely, Roger Johnson		8. CONTRACT OR GRANT NUMBER(s) MDA903-79-C-0170
9. PERFORMING ORGANIZATION NAME AND ADDRESS General Research Corporation, Management Systems Division, 7655 Old Springhouse Rd. McLean, Virginia 22102		10. PROGRAM ELEMENT, PROJECT, TASK AREA & WORK UNIT NUMBERS
11. CONTROLLING OFFICE NAME AND ADDRESS Office of Secretary of Defense (MRA&L) The Pentagon, Washington, D.C. 20301		12. REPORT DATE July 15, 1979 13. NUMBER OF PAGES ix + 115
14. MONITORING AGENCY NAME & ADDRESS*(if different from Controlling Office)*		15. SECURITY CLASS. *(of this report)* Unclassified 15a. DECLASSIFICATION/DOWNGRADING SCHEDULE

16. DISTRIBUTION STATEMENT *(of this Report)*

Distribution unlimited.

17. DISTRIBUTION STATEMENT *(of the abstract entered in Block 20, if different from Report)*

Distribution unlimited.

18. SUPPLEMENTARY NOTES

Contract research monitored technically by CDR Richard Hunter of Manpower Analysis, Office of Secretary of Defense (MRA&L)

19. KEY WORDS *(Continue on reverse side if necessary and identify by block number)*

Job Reclassification
Job Satisfaction
Women in Nontraditional Military Occupations
Attitudinal Studies
Army Personnel

20. ABSTRACT *(Continue on reverse side if necessary and identify by block number)*

This report analyzes and compares males and females who migrate to and from nontraditional female occupations. It also describes the Army population of reclassified enlisted personnel.

Findings show that, while there is little difference in the rates at which males and females apply to leave nontraditional jobs, females are fare more likely to be reclassified into (over)

DD FORM 1 JAN 73 1473 EDITION OF 1 NOV 65 IS OBSOLETE

Unclassified

SECURITY CLASSIFICATION OF THIS PAGE *(When Data Entered)*

traditionally female occupations.

There is little evidence that occupational evaluation is gender related. Both males and females in traditional occupations evaluate their jobs more positively than those in nontraditional occupations.

There is similarly little evidence of differences between male and female respondents on demographic variables such as education and marital status.

There is, however, a difference between this sample and the Army-wide population in levels of educational attainment. The sample is more highly educated (over 50% have at least some college) than the general Army enlisted population. This educational bias may be a factor in motivation to migrate.

Finally, although evaluation of the job did not vary by sex, career motivation as a reason for migration and career intentions toward the military did. Women who migrate to traditional occupations evaluate their occupational situation very positively. Conversely, men who migrate to nontraditional (male traditional or combat support) occupations tend to evaluate their jobs negatively. These two groups are motivated toward an Army career.

CONTENTS

TABLES

EXECUTIVE SUMMARY

During recent years the Department of Defense (DOD) has increased the number of women that it recruits and the number of occupations open to them. Now, under all-volunteer conditions, DOD must evaluate the results of these policies. Restrictions have been lifted on many occupations which were previously all male. However, DOD has found it difficult both to recruit and to retain women in these occupations. The services must retain sufficient numbers of women in the new fields open to them to function effectively and thus be cost effective. This is true for both men and women, not simply because manpower in general is more expensive and harder to recruit, but also because the effective and constructive use of all manpower is in itself a key ingredient to recruitment and retention.

When this study began, much had been written about the importance of positive occupational evaluations for military retention. Occupational/job evaluations in this report refer to ascribed positive and/or negative aspects of the occupational environment such as job satisfaction, supervisory relationships, and career potential. An initial assumption of the study was that a probable reason for women's leaving nontraditional occupations was low job satisfaction. To test this assumption, General Research Corporation (GRC) undertook the exploration of the women's migration patterns to and from nontraditional occupations. Female traditional occupations are defined as those which are female intensive in the civilian white-collar labor market--administration (secretarial, clerical), medical, computer support. Female-nontradtional occupations are also defined by female experience. Throughout this study, nontraditional occupations refer to combat arms and combat support occupations which were generally closed to women in the pre-AVF Army.[1] This excludes occupations prohibited to women under the combat exclusion policy.

---

[1] CMF 11, 12, and 19 as well as MOSs 13B, 13E, 13F, 16F, 16P, 16R, 17K, and SQI are closed to women. See Appendix A for a description of these occupations.

The Army was selected for examination because of its rapid expansion opportunities for women. Survey data and interviews were collected from two sources: (1) the total population of women who were reclassified into and out of female traditional occupations (N = 290), and (2) a random sample of males who were reclassified to and from occupations similar to those of the female sample (N = 416). Questionnaires were administered to both groups during the spring of 1979. The resulting data concerning reasons for migration, perceptions, evaluations of the former and current occupation, and demographic factors form the basis for this technical report. Data collection efforts were reinforced with focused group interviews involving 60 women at various installations.

In brief, the findings discussed in the body of this report are:

- While there is no difference in the rates at which males and females apply to leave female nontraditional jobs, females are far more likely to be reclassified into traditionally female occupations. Women who migrated to female traditional occupations are more likely to project an Army career than those women who migrated out of female traditional occupations.
- There is little evidence that occupational evaluation varies by gender. Both males and females in female traditional occupations evaluate their jobs more positively than those in Combat Support Occupations. Although evaluation of the job did not vary by sex, career motivation as a reason for migration and career intentions toward the military did. Women who migrate to traditionally female occupations evaluate their occupational situation very positively. Conversely, men who migrate to nontraditional (male traditional or combat support) occupations tend to evaluate their jobs negatively. These two groups are motivated toward an Army career.
- The most striking aspect of this sample of reclassified soldiers is the difference in educational attainment from

the Army-wide population. The sample is more highly educated (over 50% have at least some college) than the general Army enlisted population. This educational bias may be a factor in motivation to migrate. Higher educational levels could theoretically be the bias for a more adept usage of the occupational structure for career factors such as promotion. Because reclassified soldiers appear to differ from the general population, they provide a unique subgroup from which to examine the impact of various Army occupational policies. Additionally, it should be noted that by controlling for reclassification, the Army-wide dispersion of educational attainment (females having higher educational backgrounds) disappears. This phenomenon permits a more equitable comparison between male and female soldiers at comparable career points.

- While males and females showed little evidence of differences in marital status, it is interesting to note that females tend to be married to other military members but males tend to be married to civilians.

- Finally, it would appear that both males and females seek to migrate to traditional female occupations primarily to integrate their Army work with their personal lives and attain a more satisfying work environment. They do so even at the risk of lower promotion opportunities. The study showed that those males who did migrate to Combat Support Occupations did so primarily because of increased promotion opportunity even though the occupations they entered were not as satisfying as those they left.

These are the principal findings. From the findings stem, directly or indirectly, potentially critical implications concerning utilization and retention. One major implication is the critical interrelationship between career motivation and occupational evaluation. If career motivation does not rely directly on positive assessment of the job, then

current approaches to recruitment and retention studies should be reexamined. The assumptions underlying standard approaches to recruitment and retention studies are that military occupations experience a structural convergence toward the industrial corporate model (Segal, 1975) with military service being transformed from a "calling" to an occupation (Moskos, 1977) paralleling the civilian sector labor market. Military occupations are assumed, then, to be legitimated on the basis of economic self-interest. These analyses lead to an assumption that there is a necessary relationship between the soldier's positive view of the job and a concurrent motivation to stay in the service. Findings in this study, however, indicate that Army jobs probably are not evaluated in the same manner as civilian jobs. Specifically, the effects of negative job evaluation have less of an impact on career commitments of second enlistment males than on similar females. In other words, to increase promotion opportunities, males will accept less satisfying occupations. Women, however, appear to evaluate occupations more in conjunction with familial obligations by foregoing promotion opportunity in favor of job settings less likely to counter commitments to husbands and children. Over half of the female sample was married with the majority of these married to other service members. Realistically, the women attempt to adjust themselves into occupations which are compatible with dual careers in an Army setting.

Recommendations related to DOD and Army policy follow from the findings:

- Reevaluate the policies designed to increase emphasis given to female representation in nontraditional occupations vis-à-vis policies to increase the numbers of female careerists. Short-range recruiting and retention considerations may dictate recognition of the stronger career commitments of women in traditional skills. Similar commitments to nontraditional careers will be slower in evolving.

- Determine the impact of joint spouse and family support policies on female retention by occupation. This study

showed that a large number of married females intend to terminate Army careers after the second enlistment or are at best uncertain about their career intentions. It is realistic to examine DOD policy regarding the retention of women with children. Particular attention should be directed at those career fields where retention is most likely. Policy should be reexamined for possibilities of improved support in occupations where retention is a problem.

- Evaluate reclassified enlisted personnel across the services as a significant subgroup for retention analysis. The study showed that reclassified Army personnel are an important subgroup in the enlisted manpower pool. These individuals are of higher quality than the general population and are potentially more desirable to be retained as career personnel.
- Determine the cost benefit of reclassifying and retraining female soldiers into nontraditional occupations. Data presented above indicate that retraining into certain occupations may encourage the attrition of soldiers who might otherwise have stayed in the Army. The actual costs in retraining and attrition can be estimated across occupational specialties.
- Examine promotion policies which encourage reclassification to occupations experiencing shortages. Males in the study appeared willing to accept less satisfying jobs in order to maximize promotion potential. The same behavior was true of some women. The reclassification process could be better organized to take advantage of this phenomenon.

The research reported here emphasizes the importance of male-female comparisons for understanding military organizational behavior. A clear manpower program for female utilization and retention can not be developed without these comparisons.

SECTION 1
INTRODUCTION

Increased utilization of women throughout the range of noncombat occupations became defense policy with the advent of the All Volunteer Force (AVF). Concerns with the limits of female utilization are very much part of the continuation of this expansion policy. Recent attention is directed specifically toward women in nontraditional occupations because of the Department of Defense (DOD) perception of the following trends:

- Increasing difficulties with recruiting women for nontraditional occupations
- Larger attrition rates for women in nontraditional occupations than those found for women in traditional occupations
- Higher migration or reclassification rates of women moving from nontraditional to traditional occupations than those from traditional occupations to nontraditional

The efficacy of future planning for continued expansion of female utilization must consider these experiences. The first two issues are beyond the scope of this study. However, analysis of the last trend (direction of reclassification) provides insights not only into the recruitment of women for nontraditional occupations but, more importantly, it addresses the factors involved in the retention of women in both female traditional and nontraditional jobs.

The purpose of the overall study was to collect data on occupational migration patterns of military women. Data were primarily obtained from the U.S. Army which, more rapidly than the other services, has expanded the occupational utilization of women in terms of both numbers and range. Since the focus of analysis was on the occupational behavior, attitudes, and intentions of military women, traditional occupations are defined as those which are female intensive in the civilian white collar labor market--administration (secretarial, clerical), medical, computer support,

and public relations.[1] Army recruitment experience finds these career fields can be easily staffed with women in their initial enlistments. Women in the pre-AVF Army tended to be concentrated in these fields.

Nontraditional occupations are also defined by female experience. Throughout the study, nontraditional will refer to combat arms and combat support occupations which were generally closed to women in the pre-AVF Army, exclusive of occupations prohibited to women under the combat exclusion policy.[2] As restrictions on the 2% limit for females as well as on non-direct combat occupations were lifted after 1972, increasingly more women were recruited to occupations which were previously designated males-only.

Women who had been reclassified from traditional female occupations to nontraditional combat support occupations as well as those reclassified into traditional female MOSs were selected as a data base. At the same time, a representative sample of males involved in similar MOS reclassifications was selected as a control group. The combined male-female groups provided the focus for examining the study objectives which were to determine:

- Whether women leaving traditional female occupations and those migrating from nontraditional female occupations differ in significant characteristics.
- Whether important distinctions exist between male and female soldiers migrating or being reclassified to similar occupations.
- The organizational implications of differences and similarities that are found to exist between individuals in traditional

[1] These are Army Career Management Fields (CMF) 71-Administration CMF; 74-Automatic Data Processing CMF; 84-Public Affairs and Audio-Visual CMF; and 91-Medical CMF.

[2] CMF 11, 12, and 19 as well as MOSs 13B, 13E, 13F, 16F, 16P, 16R, 17K, SQIs are closed to women. See Appendix A for a description of these occupations.

and nontraditional occupations and between men and women in terms of job satisfaction, workplace relationships, and career intentions.

The importance of comparisons made with a male control group cannot be overstated. Because male gender has been considered intrinsic to understanding primary military jobs, the characteristic is institutionalized as a definition of appropriate work behavior and attitude. To understand the occupational behavior and attitudes of women, a comparison must be made with those of men. By determining areas where men and women differ generally as well as by occupation, it is easier to isolate the experiences of military women. The women in this study are in their second enlistments. Having joined the military during 1973-1975, they represent in some respects the first group of potential female careerists under the AVF. Changing force composition and methods of personnel utilization by introducing women into previously male-only occupations, as well as expanding the numbers of women generally, must be examined in the context of the military organization.

Migrating from one occupation to another is a career decision whether it is made by the individual soldier or by the Army to meet manpower planning needs. Occupational career decisions are, in turn, tied to and strongly impact on retention of the soldiers who make the occupational change. As this study will show, changing occupations is related to personal career plans, whether military or civilian in orientation. The individual soldier must determine the locus of individual interest between personal and military requirements. Because the military occupational structure requires periodic changes in unit and/or location, job requirements will vary. A pleasant, rewarding job in one unit may be disagreeable in another. Personally satisfying occupations may be limited by a number of factors such as poor promotion potential, frequent overseas assignment, frequent field exercises, or lack of easy transferability to the civilian sector. The decision <u>to reclassify and have a military career</u> requires consideration of these factors within the context of the military in general rather than a specific occupational area.

As the data in the study will show, soldiers who are reclassified tend to be more educated than the average soldier. Reclassification provides an alternative to improving an Army career or access to skills for civilian employment. The motivation to migrate varies by both occupation and sex. Soldiers who are Army career committed tend to migrate to occupations traditional to their gender. Women who reclassify from female traditional MOSs to combat support occupations are more likely to leave the Army after the second enlistment or at best are uncertain about continuing. Since over half of the women are married (mostly to other service members) and 40% have children, these factors are important to career decisions.

The quality/conditions of work life or job satisfaction for female nontraditional occupations have often been cited as a basis for lack of female retention in these fields. Often the position is taken that women continue to be utilized in traditional positions regardless of their MOSs which in turn has a negative impact on career progression and overall retention. The study shows that soldiers having traditional female skills, particularly administrative skills, are likely to be utilized for them, regardless of sex. Additionally, both males and females in the nontraditionally female skills are less likely to find their jobs satisfying than those in traditionally female jobs. The impact of this dissatisfaction, however, does not seem to affect male career motivations when the dissatisfaction is offset with promotion opportunities.

The analysis to follow begins with a discussion of the Army data base of migrations--the universe of reclassified enlisted females which became the unit of analysis for the study. This is followed by a discussion of the research design for eliciting information on migration patterns. The research was based upon two methods: one quantitative, survey research, and the other qualitative, in-depth group interviews with reclassified women. The latter method served to both clarify the reasons for occupational migration as well as to provide a richer data base.

Section 3 contains demographic prescriptor data. The data are both comparisons of the overall sample to similar Army-wide demographic indicators and intersample comparisons. Section 4 provides comparison data related to the decision to migrate. Evaluations of the actual job appear in Section 5. The data presentations are followed by a discussion of the findings and, finally, recommendations resulting from the findings.

SECTION 2
METHODOLOGY

This methodological section to follow describes the determination of migration rates, the development of the data base, and the sampling procedure. This description is followed by a discussion of the questionnaire and the statistical techniques utilized for analysis.

DETERMINATIONS OF MIGRATION RATES AND DEFINITIONS

The primary focus of this study is the migration of women to and from female traditional and nontraditional occupations. Data required to determine migration rates and, consequently, occupational and gender differences were made available for Women in the Army (WITA) Information Papers (Phillips, 1978), and in the raw data files which defined this information.

Data Base

Migration data from the Army analysis appear in Table 1. This data includes all applications for MOS reclassification whether or not they became completed actions. As the data indicate, the proportion of males processing paperwork for reclassification from traditional MOSs was over half again as great as for females. Percentages of reclassifications from nontraditional MOSs are, however, roughly equivalent. Migrations reported in this table also included those within traditional and nontraditional occupations, changes which take place as a function of promotion, and reclassification to occupations other than those under investigation.

The final data base for analysis appears in Table 2. Final data selection depended upon whether the individual had actually been reclassified from female nontraditional to female traditional or female traditional to female nontraditional. The Enlisted Master File provided the means of verification. The total numbers and percentages change so that actual numbers are quite small. A larger percentage of women who attempted to migrate to traditional occupations were actually reclassified

TABLE 1

MOS MIGRATION/RECLASSIFICATION TABLE BY SEX FOR FY 1978

	Female			Male		
	Total	Number Reclassified	%	Total	Number Reclassified	%
Total Army[1] (EWITA)	50,233	1,161	2.31	613,338	18,773	3.06
Traditional MOS[2]	22,542	424	1.88	76,812	2,448	3.18
Nontraditional MOS[2]	12,830	325	2.50	225,075	5,678	2.52

Source: EWITA Information Paper, DAPC-EPF-Y, Military Personnel Center, November 1978.

[1] Analyzed MOSs only.

[2] Migrated from these MOSs.

into a new primary MOS. Three times the percentage of female applicants, as compared to males, entered these occupations. As Table 2 shows, the percentage of both males and females migrating to nontraditional occupations is roughly the same.

TABLE 2

VERIFIED MOS MIGRATION/RECLASSIFICATION BY SEX FOR FY 1978

Occupation Migrated To	Female	Percent of Total Reclassification Actions	Male	Percent of Total Reclassification Actions
Traditional	141	43.38	878	15.46
Nontraditional	106	25.00	562	22.95
ETS	47		376	
Totals	294		1816	

The determination of actual migration rates indicates that only a small number of Army personnel were involved in completed reclassification actions during FY 1978. Of those who reclassified, males constituted a larger percentage of Army population than did females. This is particularly true for migrations from nontraditional into traditional occupations.

In addition to outlining an overview of actual migrations, the analysis described above also provided the sample for in-depth research into the bases for the behavior. The research design based upon a questionnaire and group interviews follows.

OCCUPATIONAL CHANGE QUESTIONNAIRE

This section is a discussion of the methodology employed in the questionnaire section of the study. It includes the design of the instrument, the sample surveyed, and, finally, data analysis techniques.

Questionnaire Design

This research is largely descriptive, concerned as it is with describing a heretofore unresearched topic of enlisted behavior. The data gathered can be classified as self-administered, self-reported

descriptive surveys. Methods of statistical analysis included summaries, cross tabulations, frequency distributions, chi-square tests of significance for relationships, and the analysis of variance between classification groups.

The data elements consist of responses to a survey questionnaire which was designed to study migrations. These elements include 61 generally descriptive items focused on various aspects of the work-occupational setting, the military and personal situational issues, and four open-ended questions designed to ask for direct explanatory information about the decision to change occupations. Demographic variables concerning personal descriptors (e.g., age, education, marital status), variables concerning work (e.g., whether or not field duty is required as a function of the job), and questions concerning career intentions make up the remaining 30 items. These were included as relevant background intervening variables between occupational change and evaluation of that change. The complete questionnaire with attached instructions appears in Appendix B.

Most of the questions are answered by response to a four-point Likert-type agreement scale for both old and new MOS. Response alternatives for questions using this scale are: (1) Agree Strongly, (2) Agree, (3) Disagree, and (4) Disagree Strongly. Each one of the attitude items is assumed to be of equal value with the distance between the agreement or disagreement (intensity) answers at equal intervals. In most cases, individual questions are grouped into multiple-item indices. These indices include: military career expectations, supervisor control, job challenge, job satisfaction, supervisor relations, peer work relations, work versus personal conflicts, work autonomy, peer personal relations, and future skill expectations.

Sample

The sample for analysis was composed of all women who had migrated into traditional and nontraditional occupations during FY 78, as verified by the Enlisted Master File (February 1979). A male sample was drawn from the total male migrations from and to those occupations which

are open to women. Of the women who migrated, 88 were designated for face-to-face group interviews and for questionnaire administration prior to the interview. All other respondents (N = 618) received a mail-out questionnaire. Description of the sample and responses appear in Table 3.

TABLE 3

SAMPLE DESCRIPTION AND SURVEY RETURN

	Total Population	Sample Size	Mail Return or ETS		Received Survey Returns	
			N	%	N	%
Male	2159	416	67	17.54	193	63.94
Female	290	290	21	7.93	157	62.06
Totals	2449	706	88	13.60	354	63.74

Since the sample was taken throughout the world-wide Army network, the questionnaire was distributed by mail. Control of the sample group posed problems in that a fixed time for response could not be controlled. Incorrect addresses created additional problems: 88 questionnaires were undeliverable. It is recognized that this method of data collection introduces appreciable environmental differences which may create bias. To further encourage response, a follow-up letter was sent after the original mailing.

As Table 3 indicates, the return rate of actually received questionnaires was 63.74%. Of the 530 questionnaires which were presumably delivered and of the 60 questionnaires from the targeted group of 88 females interviewed, 354 of the returned questionnaires provided the base for analysis. Admissible data included all usable questionnaires up to the suspense date. Responses of less than 40 to 50% are common with questionnaires of this type (Kerlinger, 1973). Therefore, it is felt that the 354 responses were adequate for analysis. Finally, initial examination of the data revealed that 26 respondents (14 males and 12 females) had not actually changed their MOSs. Since the original sample included both those who had changed as well as those who had attempted

to change, the response bias of the survey was in favor of those who had, in fact, changed their occupations.

Statistical Analysis

The central question for analysis is whether women migrating to female traditional and nontraditional occupations differ from each other in any significant way. Before this question can be answered, it is necessary to examine first-order control issues:

1. Do differences on the elicited items exist between males and females regardless of occupation?

2. Do differences exist on elicited items between migrants to traditional and nontraditional occupations, regardless of sex?

In order to bring evidence to bear on the existence or nonexistence of relational propositions, the null hypotheses (i.e., differences do not exist) are used to distinguish statistical significance from change. The null hypotheses for general categories was tested by analysis of variance.

Analysis of variance provides a statistical technique which seeks to determine the probability that a predictor variable could yield results different from random selection. The predictor variables are grouped according to the attributes of sex and occupation (Anscombe and Tukey, 1963; Box, 1953; Dunn and Clark, 1974; Francis, 1973; Scheffé, 1959). Analysis of variance is usually the appropriate method when the groups of observations are created by using a nominal level variable as the independent variable in a study (Iversen and Norpoth, 1976). The population for analysis was composed of all individuals who actually migrated to and from nontraditional occupations. Tables 4 (with sex as a control variable) and 5 (with occupation as a control variable) present the list of relationships which exist for the sample.[1] Significance

[1]The exact list of variables (questionnaire items) by number is listed in Appendix D.

TABLE 4

ANALYSIS OF VARIANCE OF QUESTIONNAIRE ITEMS BY OCCUPATION

New MOS By What Is Your Primary MOS ?

Variable Group	Variable * #	N	$\bar{X}$	d/f **	Significance	ETA	ETA^2
Job Satisfaction	V38	300	2.1433	1	0.0003	0.2095	0.0439
	V44	301	2.6578	1	0.0003	0.2081	0.0433
	V48	303	3.3267	1	0.0008	0.1921	0.0369
	V68	303	2.5545	1	0.0003	0.2068	0.0427
	V80	301	2.2824	1	0.0008	0.1927	0.0371
	V86	301	2.6013	1	0.0017	0.1800	0.0324
	V126	295	2.7797	1	0.0437	0.1175	0.0138
	V130	299	2.4114	1	0.6267	0.0282	0.0008
	V150	303	2.0891	1	0.0000	0.2802	0.0785
	V154	292	2.8562	1	0.8303	0.0126	0.0002
	V156	298	2.4799	1	0.6648	0.0252	0.0006
	V158	303	3.1749	1	0.0001	0.2263	0.0512
Supervisor Relations	V52	305	1.7738	1	0.4499	0.0434	0.0019
	V84	300	1.6633	1	0.0571	0.1100	0.0121
	V92	301	2.2226	1	0.0021	0.1770	0.0313
	V132	301	2.0199	1	0.0117	0.1451	0.0211
Work Autonomy	V46	301	1.7874	1	0.0988	0.0953	0.0091
	V56	304	2.2368	1	0.4667	0.0419	0.0018
	V72	305	1.4984	1	0.0029	0.1701	0.0289
	V74	305	1.8066	1	0.0884	0.0977	0.0096
	V78	304	1.7961	1	0.0112	0.1453	0.0211
	V82	300	2.6900	1	0.9249	0.0055	0.0000
	V88	298	2.8758	1	0.0026	0.1737	0.0302
	V98	302	1.6358	1	0.0267	0.1275	0.0163
	V114	302	1.5762	1	0.0019	0.1777	0.0316
Peer Personal Relations	V42	304	2.5066	1	0.5029	0.0386	0.0015
	V60	304	3.0164	1	0.5242	0.0367	0.0013
Future Skill Expectations	V40	298	1.8020	1	0.0000	0.2380	0.0567
	V138	303	1.9571	1	0.0053	0.1600	0.0256

*The variable list appears in the Codebook in Appendix D.

**Degrees of freedom.

TABLE 4 (Cont.)

ANALYSIS OF VARIANCE OF QUESTIONNAIRE ITEMS BY OCCUPATION

New MOS By What Is Your Primary MOS?

Variable Group	Variable #	N	$\bar{X}$	d/f	Significance	ETA	ETA^2
Peer Work Relations	V50	301	2.2525	1	0.0390	0.1191	0.0142
	V54	297	3.1751	1	0.0009	0.1921	0.0369
	V62	302	2.0596	1	0.0005	0.1977	0.0391
	V66	301	2.0066	1	0.2558	0.0657	0.0043
	V90	300	2.0367	1	0.3624	0.0528	0.0028
	V94	300	1.7267	1	0.0691	0.1051	0.0110
	V128	302	1.9007	1	0.0212	0.1326	0.0176
	V144	304	2.5757	1	0.1214	0.0890	0.0890
Work vs. Personal Conflicts	V70	304	2.9408	1	0.1086	0.0922	0.0085
	V104	301	2.5781	1	0.7908	0.0154	0.0002
	V110	300	2.8167	1	0.0660	0.1063	0.0113
	V112	301	2.1096	1	0.1589	0.0814	0.0066
	V116	303	2.1353	1	0.6473	0.0264	0.0007
	V120	302	2.7517	1	0.5470	0.0348	0.0012
	V146	303	2.2706	1	0.1047	0.0934	0.0087
Military Career Expectations	V58	301	2.6379	1	0.1885	0.0760	0.0058
	V64	301	2.0100	1	0.0103	0.1477	0.0218
	V102	297	2.4714	1	0.3986	0.0492	0.0024
	V106	301	2.5947	1	0.2075	0.0729	0.0053
	V118	299	2.3712	1	0.0048	0.1626	0.0264
	V136	302	1.7020	1	0.1095	0.0923	0.0085
	V140	299	2.6756	1	0.0151	0.1404	0.0197
	V152	302	2.6490	1	0.9193	0.0059	0.0000
Supervisor Control	V36	298	2.0604	1	0.0049	0.1626	0.0264
	V100	303	2.9406	1	0.4453	0.0440	0.0019
	V108	301	1.8571	1	0.0118	0.1450	0.0210
	V122	301	2.0664	1	0.1237	0.0889	0.0079
	V124	299	2.3411	1	0.0147	0.1410	0.0199
Job Challenge	V34	304	1.5000	1	0.0034	0.1733	0.0300
	V96	300	2.0567	1	0.0005	0.2000	0.0400
	V134	303	2.4026	1	0.1807	0.0771	0.0059
	V142	304	2.1151	1	0.0324	0.1227	0.0151

TABLE 5

ANALYSIS OF VARIANCE OF QUESTIONNAIRE ITEMS BY GENDER

New MOS By Gender

Variable Group	Variable * #	N	$\bar{X}$	d/f **	Significance	ETA	ETA^2
Military Career Expectations	V58	328	2.6646	1	0.9435	0.0039	0.0000
	V64	328	2.0183	1	0.3316	0.0538	0.0029
	V102	325	2.4954	1	0.7195	0.0200	0.0004
	V106	329	2.6049	1	0.6995	0.0214	0.0005
	V118	327	2.3945	1	0.8697	0.0091	0.0001
	V136	329	1.7204	1	0.0692	0.1003	0.0101
	V140	327	2.7003	1	0.4179	0.0449	0.0020
	V152	330	2.6636	1	0.1884	0.0726	0.0053
Supervisor Control	V36	325	2.0615	1	0.8906	0.0077	0.0001
	V100	331	2.9486	1	0.7008	0.0212	0.0004
	V108	328	1.8628	1	0.5127	0.0363	0.0013
	V122	329	2.0881	1	0.1386	0.0818	0.0067
	V124	327	2.3110	1	0.1866	0.0732	0.0054
Job Challenge	V34	332	1.5070	1	0.2472	0.0637	0.0041
	V96	328	2.0976	1	0.7339	0.0188	0.0004
	V134	331	2.4230	1	0.4544	0.0413	0.0017
	V142	332	2.1355	1	0.3261	0.0541	0.0029
Job Satisfaction	V38	326	2.1350	1	0.0755	0.0986	0.0097
	V44	328	2.6280	1	0.4329	0.0435	0.0019
	V48	330	2.2091	1	0.8219	0.0124	0.0002
	V68	330	2.5727	1	0.5111	0.0363	0.0013
	V80	329	2.3161	1	2.5318	0.0346	0.0012
	V86	329	2.6201	1	0.7310	0.0190	0.0004
	V126	322	2.7671	1	0.2593	0.0630	0.0040
	V130	327	2.4281	1	0.8924	0.0075	0.0001
	V150	331	2.1118	1	0.6125	0.0279	0.0008
	V154	317	2.8612	1	0.0000	0.3930	0.1544
	V156	326	2.4908	1	0.8053	0.0137	0.0002
	V158	330	3.1424	1	0.5154	0.0359	0.0013
Supervisor Relations	V52	332	1.7651	1	0.6317	0.0264	0.0007
	V84	328	1.6890	1	0.7678	0.0164	0.0003
	V92	329	2.2462	1	0.5936	0.0295	0.0009
	V132	329	2.0152	1	0.9018	0.0068	0.0000

*The variable list appears in the Codebook in Appendix C.

**Degrees of freedom.

TABLE 5 (Cont.)

ANALYSIS OF VARIANCE OF QUESTIONNAIRE ITEMS BY GENDER

New MOS By Gender							
Variable Group	Variable #	N	$\bar{X}$	d/f	Significance	ETA	ETA^2
Peer Work Relations	V50	328	2.2652	1	0.8574	0.0100	0.0001
	V54	324	2.1883	1	0.6020	0.0291	0.0008
	V62	329	2.0669	1	0.0956	0.0920	0.0085
	V66	328	2.0213	1	0.0063	0.1506	0.0227
	V90	328	2.0518	1	0.8137	0.0131	0.0002
	V94	328	1.7439	1	0.9560	0.0031	0.0000
	V128	329	1.9179	1	0.8600	0.0098	0.0001
	V144	332	2.5873	1	0.6247	0.0269	0.0007
Work vs. Personal Conflicts	V70	331	2.9094	1	0.4327	0.0433	0.0019
	V104	329	2.5897	1	0.3406	0.0527	0.0028
	V110	328	2.8354	1	0.0416	0.1126	0.0127
	V112	329	2.1155	1	0.7870	0.0149	0.0002
	V116	330	2.1515	1	0.7257	0.0194	0.0004
	V120	330	2.7727	1	0.2278	0.0666	0.0044
	V146	331	2.2961	1	0.2854	0.0589	0.0035
Work Autonomy	V46	328	1.7927	1	0.0002	0.2072	0.0429
	V56	331	2.2628	1	0.0839	0.0952	0.0091
	V72	332	1.5241	1	0.0792	0.0965	0.0093
	V74	332	1.8133	1	0.5942	0.0293	0.0009
	V78	332	1.8253	1	0.0003	0.1951	0.0381
	V82	328	2.6890	1	0.2119	0.0691	0.0048
	V88	326	2.8497	1	0.2989	0.0577	0.0033
	V98	330	1.6424	1	0.9196	0.0056	0.0000
	V114	330	1.6091	1	0.3728	0.0492	0.0024
Peer Personal Relations	V42	330	2.5121	1	0.0112	0.1395	0.0195
	V60	331	2.0302	1	0.0219	0.1260	0.0159
Future Skill Expectations	V40	325	1.8277	1	05930	0.0298	0.0009
	V138	329	1.0787	1	0.8311	0.0118	0.0001

for these variables indicates that responses to these questions would occur by chance by the percentage indicated. Thus, a significance level of 0.0003 for a question controlled by sex indicates that differences between males and females exist and the random chance of these differences being in error is low. The criterion level of significance for rejecting the null hypotheses is defined as 0.05 or lower. For example, a 0.0003 significance level was found for Variable 38 ("I would encourage my friends to work in my MOS/specialty") with gender as the dependent variable. A statistically significant difference in means exists between males and females for responses to this questionnaire item.

Further statistical analysis is provided with correlation ratios or eta and eta squared (E^2). E^2 is the ratio of the sum of squares for the exploratory variable (questionnaire item) to the total sum of squares. It tells us how much of the variation in the dependent variable (i.e., gender) is explained by the exploratory variable. For the example above, Variable 38 accounts for 4% of the variation between males and females in the sample.

Ten multi-item scales clustered by content similarity were developed from items which were statistically significant in the analysis of variance (Table 6). The scales were constructed on the four-point response continuum with an arbitrary scale of 1, 2, 3, 4 from left to right, with 1 being most agreement. All negative questions were recoded to fit this pattern. Strong agreement with any statement or reaction gained a score of 1, whereas strong disagreement gained a score of 4. Individuals with strong positive attitudes and feelings toward the military, their jobs, and their own position in the job are expected to strongly agree with most or all statements. High agreement in this case will mean a low score. Those with a preponderance of disagreement would have high scores.

TABLE 6

OCCUPATIONAL SCALE VARIABLES[1]

Created Variable	Summed Items
Job Satisfaction	Items 31 + 44 + 48 + 68 + 80 + 86 + 150 + 156
Personal Responsibility	Items 46 + 72 + 78 + 88 + 114
Peer Relations	Items 50 + 54 + 62 + 66
Job Challenge	Items 34 + 96 + 142
Work versus Personal Life	Items 70 + 110 + 116
Off-Duty Friendships	Items 42 + 60
Future Skills	Items 40 + 138
Career Expectations	Items 64 + 118 + 136 + 140
Preferential Treatment	Items 124 + 126 + 154
Supervisor Relations	Items 36 + 92 + 108 + 132

Scale scores for each individual are created by summing all those items which are related by content to each other and classifying those summed items into the newly created variables. Table 6 depicts the summed items and the variable categories. On the basis of preliminary scoring, individuals are ordered from most agreement to least agreement above positive job characteristics. The questionnaire statement serves as the discriminator, then, between those respondents who are most favorable and those who are least favorable toward each questionnaire item. This item analysis developed in the research design provides the reliability required to accurately discriminate between both gender and occupation in terms of agreement and disagreement.

Table 7 depicts the ordering as high equals 1, referring to the highest degree of agreement; medium equals 2, or the range of moderate

[1]Variables are listed in the Questionnaire, Appendix D.

attitude (indicating mixed responses); and low equals 3, which reflects the least agreement to a particular set of questions concerning the job. The intervals between the scores are roughly equal with the larger spread for medium or mixed scoring. The spread of scores depend, of course, on the number of questions in each scale. This scoring technique permits displays of extremity ratings which are generally believed to be more reliable indicators of actual attitude than moderate responses (Crutchfield, 1966).

TABLE 7

OCCUPATIONAL SCALE CATEGORIES

	Scores		
Created Variable	Low = 1	Medium = 2	High = 3
Job Satisfaction	8 - 15	16 - 24	25 - 32
Personal Responsibility	5 - 10	11 - 15	16 - 20
Peer Relations	4 - 7	8 - 12	13 - 16
Job Challenge	3 - 5	6 - 9	10 - 12
Work versus Personal Life	3 - 5	6 - 9	10 - 12
Off-Duty Friendships	2 - 5	4 - 5	6 - 8
Future Skills	2 - 3	4 - 5	6 - 8
Career Expectations	4 - 7	8 - 12	13 - 16
Preferential Treatment	3 - 5	6 - 9	10 - 12
Supervisor Relations	4 - 7	8 - 12	13 - 16

On the basis of these data, hypotheses could be tested utilizing the chi-square test to distinguish statistical significance from a 50-50 chance expectation. Chi-square ranges from zero (which indicates no departure of obtained frequencies from expected change frequencies) through larger numbers of increasing values. The chi-square tests were employed to determine whether differences in patterns of responses between variables were statistically significant at the 0.05 level or lower. The Cramer's V statistical test determined the strength of the

relationship between the components of the variance in order to measure the association between the two variables. This statistical test shows the proportion of the variance of a dependent variable and how the independent variable contributes. Cramer's V also indicates what proportion of total variance the error variance represents. For 2 x 2 tables, the statistic phi was utilized to indicate the strength of association. Phi has the same function as Cramer's V for small variable matrices.

GROUP INTERVIEWS

Group in-depth interviews were conducted with 60 women at the following locations: Ft. Gordon, Ft. Bragg, Ft. Bliss, Ft. Sam Houston, Ft. Hood, Ft. Eustis, and Walter Reed Army Medical Center. Losses from the originally projected sample of 88 occurred through attrition, transfers not updated on the Enlisted Master File, temporary duty away from the home garrison, and hospitalization.

The interviews began by administering the questionnaire and then proceeded to a discussion of the occupational changes each had experienced and the reasons for the change. Information varied both by location and by the MOSs held by the women. Many of the women had been among the first trained in nontraditional MOSs, had participated in initial field experiements utilizing women in the REFORGER activities in Germany, and generally had varied experience in the Army. Data from the interviews will be presented in the general discussion to clarify or expand upon questionnaire responses.

In summary, the research design relied both upon Army personnel systems data as well as direct elicitation of information from individuals who formally reclassified to and from traditional and nontraditional occupations. The research data are discussed in the next section.

SECTION 3

DEMOGRAPHIC PRESCRIPTORS

The sample population for this study differs demographically from the larger Army enlisted population from which it was drawn. The sample tends to be concentrated in a smaller range of years in service, and age. The average education is somewhat higher than that found generally in the Army. Some differences occur as well in terms of marital and family status variables. This section is devoted to a discussion of the sample both in terms of comparisons to the Army-wide population and in terms of comparisons between males and females and between occupants of traditional and nontraditional jobs after reclassification.

TIME IN SERVICE AND AGE

Because the sample was created on the basis of MOS reclassification, certain regulations controlled the nature of that sample. Reclassification is usually not possible except for nonvoluntary reasons until after the first 18 months of service. A large factor creating reclassification opportunities for this sample was reenlistment. Most of the individuals in this sample (69%) are concentrated in the second enlistment period. As Table 8 indicates, significant differences exist between males and females. Women are concentrated in the period of six or less years of service while males are distributed across the range of possibilities. The sample draws only two women with between seven and nine years of service. There is no female representation with over ten years in the Army. The concentration of women in a narrow span of years of service (YOS) is as expected given the recency of female accession increases.

The same differences which appear as a function of gender by length of service also occur by age. The range of differences is not as great, however, and the differences are not statistically significant. Table 9 shows that the majority of the sample is between 21 and 30 years of age with slightly more than 20% of traditional males being older than 30.

TABLE 8

YEARS IN SERVICE BY OCCUPATION[1] AND SEX

YEARS OF SERVICE	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRADS 1	MALE NONTRADS 2	FEMALE TRADS 3	FEMALE NONTRADS 4	ROW TOTAL
LESS THAN 3	1	19	5	5	6	35
		54.3	14.3	14.3	17.1	11.5
		13.2	11.6	6.7	14.0	
		6.2	1.6	1.6	2.0	
4 - 6	2	85	21	69	36	211
		40.3	10.0	32.7	17.1	69.2
		59.0	48.8	92.0	83.7	
		27.9	6.9	22.6	11.8	
7 - 9	3	13	8	1	1	23
		56.5	34.8	4.3	4.3	7.5
		9.0	18.6	1.3	2.3	
		4.3	2.6	0.3	0.3	
10+	4	27	9	0	0	36
		75.0	25.0	0.0	0.0	11.8
		18.8	20.9	0.0	0.0	
		8.9	3.0	0.0	0.0	
	COLUMN TOTAL	144	43	75	43	305
		47.2	14.1	24.6	14.1	100.0

RAW CHI SQUARE = 49.42581 WITH 9 DEGREES OF FREEDOM. SIGNIFICANCE = 0.0000
CRAMER'S V = 0.23242

NUMBER OF MISSING OBSERVATIONS = 32[2]

[1]Occupation refers to the MOS the individual migrated to.

[2]Missing observations indicates number of no responses to the question.

Primarily, the greater difference between men and women in length of service and the lesser difference in age distinctions reflect recruitment patterns. Women have tended to enter the military at a slightly older age and left after the first or second enlistment. As the number of 18-year-old female accessions increase, these differences will disappear. Additionally, changes in policy which permit women to remain in the Army after childbirth should increase representation across year-group distributions.

TABLE 9

AGE OF SAMPLE BY OCCUPATION AND SEX

AGE	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD 1	MALE NON TRAD 2	FEMALE TRAD 3	FEMALE NONTRAD 4	ROW TOTAL
UNDER 20	1	2	0	0	2	4
		50.0	0.0	0.0	50.0	1.3
		1.4	0.0	0.0	4.5	
		0.6	0.0	0.0	0.6	
21 - 22	2	37	5	17	12	71
		52.1	7.0	23.9	16.9	23.1
		25.3	11.4	23.0	27.3	
		12.0	1.6	5.5	3.9	
23 - 25	3	47	15	33	16	111
		42.3	13.5	29.7	14.4	36.0
		32.2	34.1	44.6	36.4	
		15.3	4.9	10.7	5.2	
26 - 30	4	30	17	19	10	76
		39.5	22.4	25.0	13.2	24.7
		20.5	38.6	25.7	22.7	
		9.7	5.5	6.2	3.2	
31 - 35	5	22	6	4	2	34
		64.7	17.6	11.8	5.9	11.0
		15.1	13.6	5.4	4.5	
		7.1	1.9	1.3	0.6	
36+	6	8	1	1	2	12
		66.7	8.3	8.3	16.7	3.9
		5.5	2.3	1.4	4.5	
		2.6	0.3	0.3	0.6	
	COLUMN TOTAL	146	44	74	44	308
		47.4	14.3	24.0	14.3	100.0

RAW CHI SQUARE = 23.86035 WITH 15 DEGREES OF FREEDOM. SIGNIFICANCE = 0.0675
CRAMER'S V = 0.16069

NUMBER OF MISSING OBSERVATIONS = 29

Figures 1 and 2 display the comparisons between this sample and Army-wide populations for the same occupations on a percentile distribution. As the graph in Figure 2 indicates, 90% of all Army women in the representative occupations are 30 years of age or under, whereas the males are, again, more evenly distributed in age. Comparisons between males and females by age and length of service show that the women are slightly older than males with the same years of service in the Army. This difference reflects past policies which placed more stringent entrance restrictions upon women than upon men (i.e., women were required

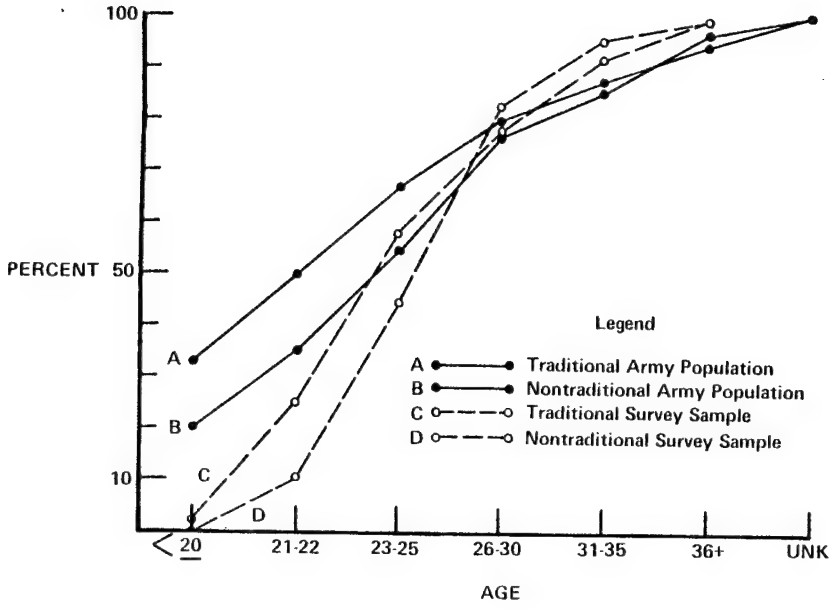

Figure 1. Percentile Distribution of Males by Occupation for Age

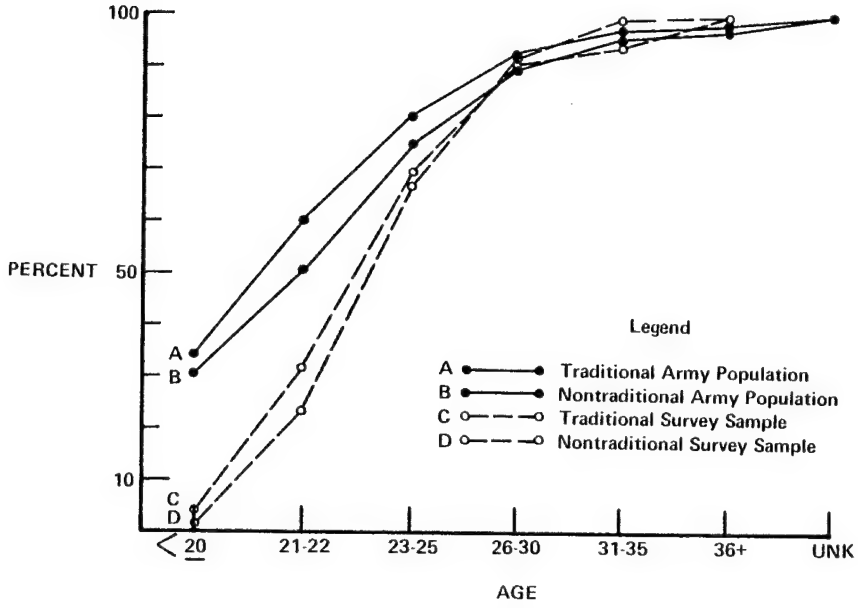

Figure 2. Percentile Distribution of Females by Occupation for Age

to have parental permission to enlist before age 21 and to have a high-school education or the equivalent before enlistment).

EDUCATION

One of the most striking differences between this sample and the Army-wide population is found in the comparisons of educational attainment. Figures 3 and 4 present the percentile comparisons. There is a substantial difference between the sample and Army-wide distributions of education in that the sample population has a considerably higher educational attainment. Comparisons of the tables also show differences between Army-wide distributions in that females have proportionately higher educational levels. However, when the sample data is examined, males and females do not differ significantly in educational attainment (Table 10). In the sample, an even distribution of 55.4% have between some college and a degree. Interpreting the disparity between the sample and the population is aided by the information presented in Table 11. Over 55% of the sample received some education in the Army. Males who migrated to traditionally female occupations received the larger percentage of this educational benefit, while females migrating to nontraditional occupations received the least.

MARITAL AND FAMILY STATUS

In line with the demographic distribution for age and marital status, 62.3% of the overall sample is married with males representing the larger percentages of their occupational groups. The percentage of individuals who have never been married (roughly 25%) is fairly evenly distributed across the sex and occupational distributions. In the separated or divorced category women represent a slightly larger proportion. These figures appear in Table 12. The major differences between the sample groups are found in terms of marriage with slightly more males likely to be married on entry into the Army, as shown in Table 13.

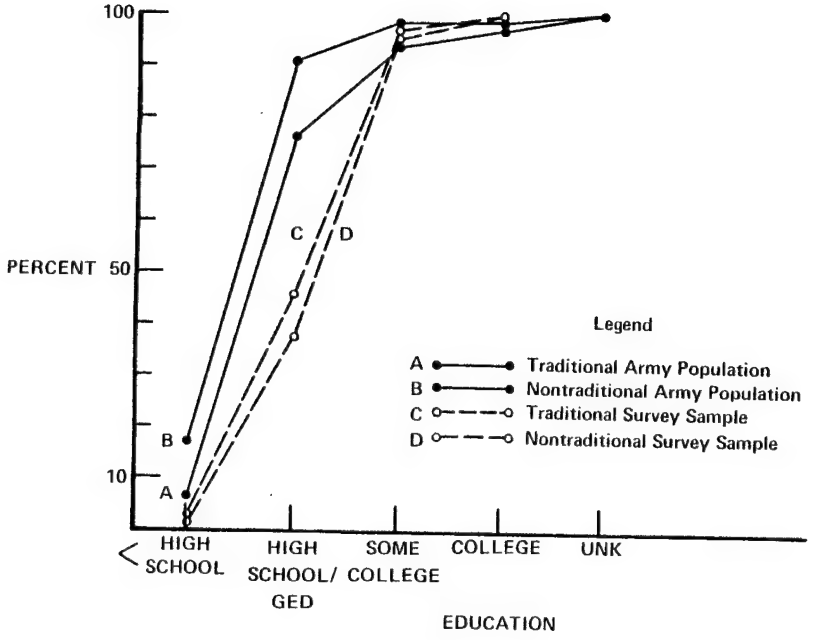

Figure 3. Percentile Distribution of Males by Occupation for Education

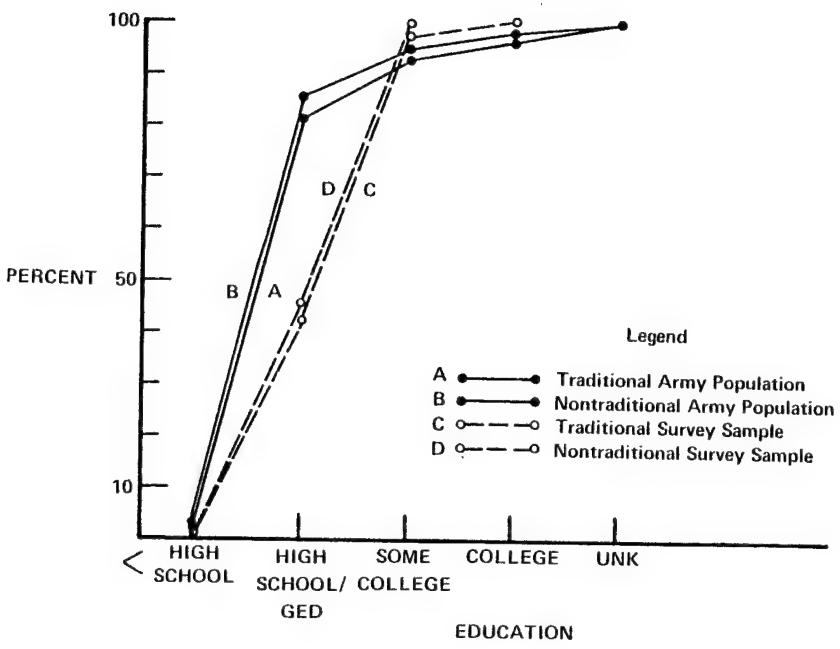

Figure 4. Percentile Distribution of Females by Occupation for Education

TABLE 10

LEVEL OF EDUCATION BY OCCUPATION AND SEX

LEVEL OF EDUCATION	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRADS (1)	MALE NONTRADS (2)	FEMALE TRADS (3)	FEMALE NONTRADS (4)	ROW TOTAL
LT HS	1	1	0	0	0	1
		100.0	0.0	0.0	0.0	0.3
		0.7	0.0	0.0	0.0	
		0.3	0.0	0.0	0.0	
HS DIPLOMA	2	46	16	28	15	105
		43.8	15.2	26.7	14.3	34.2
		31.9	36.4	37.3	34.1	
		15.0	5.2	9.1	4.9	
GED	3	21	1	4	5	31
		67.7	3.2	12.9	16.1	10.1
		14.6	2.3	5.3	11.4	
		6.8	0.3	1.3	1.6	
SOME COLLEGE	4	66	23	36	21	146
		45.2	15.8	24.7	14.4	47.6
		45.8	52.3	48.0	47.7	
		21.5	7.5	11.7	6.8	
JR COLL. DEGREE	5	6	2	5	3	16
		37.5	12.5	31.3	18.8	5.2
		4.2	4.5	6.7	6.8	
		2.0	0.7	1.6	1.0	
COLLEGE DEGREE	6	4	2	2	0	8
		50.0	25.0	25.0	0.0	2.6
		2.8	4.5	2.7	0.0	
		1.3	0.7	0.7	0.0	
	COLUMN TOTAL	144	44	75	44	307
		46.9	14.3	24.4	14.3	100.0

RAW CHI SQUARE = 11.87503 WITH 15 DEGREES OF FREEDOM. SIGNIFICANCE = 0.6885
CRAMER'S V = 0.11355

NUMBER OF MISSING OBSERVATIONS = 30

TABLE 11

EDUCATION RECEIVED IN THE ARMY
BY OCCUPATION AND SEX

EDUCATION RECEIVED IN ARMY	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD 1	MALE NON TRAD 2	FEMALE TRAD 3	FEMALE NONTRAD 4	ROW TOTAL
NONE	1	52	17	32	23	124
		41.9	13.7	25.8	18.5	44.3
		38.8	44.7	47.1	57.5	
		18.6	6.1	11.4	8.2	
SOME	2	82	21	36	17	156
		52.6	13.5	23.1	10.9	55.7
		61.2	55.3	52.9	42.5	
		29.3	7.5	12.9	6.1	
COLUMN TOTAL		134	38	68	40	280
		47.9	13.6	24.3	14.3	100.0

RAW CHI SQUARE = 4.67670 WITH 3 DEGREES OF FREEDOM. SIGNIFICANCE = 0.1971
CRAMER'S V = 0.12924

NUMBER OF MISSING OBSERVATIONS = 57

TABLE 12

MARITAL STATUS BY OCCUPATION AND SEX

MARITAL STATUS	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD 1	MALE NON TRAD 2	FEMALE TRAD 3	FEMALE NONTRAD 4	ROW TOTAL
SINGLE	1	36	10	19	13	78
		46.2	12.8	24.4	16.7	25.3
		24.8	22.7	25.3	29.5	
		11.7	3.2	6.2	4.2	
MARRIED	2	95	31	42	23	192
		50.0	16.1	21.9	12.0	62.3
		66.2	70.5	56.0	52.3	
		31.2	10.1	13.6	7.5	
SEPERATED	3	4	1	9	3	17
		23.5	5.9	52.9	17.6	5.5
		2.8	2.3	12.0	6.8	
		1.3	0.3	2.9	1.0	
DIVORCED	4	9	2	5	5	21
		42.9	9.5	23.8	23.8	6.8
		6.2	4.5	6.7	11.4	
		2.9	0.6	1.6	1.6	
COLUMN TOTAL		145	44	75	44	308
		47.1	14.3	24.4	14.3	100.0

RAW CHI SQUARE = 12.88497 WITH 9 DEGREES OF FREEDOM. SIGNIFICANCE = 0.1679
CRAMER'S V = 0.11809

NUMBER OF MISSING OBSERVATIONS = 29

TABLE 13

MARITAL STATUS AT FIRST ENLISTMENT BY OCCUPATION AND SEX

MARRIED AT FIRST ENLISTMENT	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD	MALE NONTRAD	FEMALE TRAD	FEMALE NONTRAD	ROW TOTAL
		1	2	3	4	
YES	1	37	10	15	5	67
		55.2	14.9	22.4	7.5	27.6
		31.4	27.8	26.3	15.6	
		15.2	4.1	6.2	2.1	
NO	2	81	26	42	27	176
		46.0	14.8	23.9	15.3	72.4
		68.6	72.2	73.7	84.4	
		33.3	10.7	17.3	11.1	
	COLUMN TOTAL	118	36	57	32	243
		48.6	14.8	23.5	13.2	100.0

RAW CHI SQUARE = 3.17900 WITH 3 DEGREES OF FREEDOM. SIGNIFICANCE = 0.3648
CRAMER'S V = 0.11438

NUMBER OF MISSING OBSERVATIONS = 94

A much more significant difference exists in terms of numbers of dependents of the sample groups. Females are less likely than males to have dependent children. About 28% of the total sample, fairly evenly distributed across the groups, have at least one child. The primary difference is that males are more likely to have more dependent children than females. As Table 14 shows, the larger difference is between males and females entering nontraditional occupations. Data were also collected on the question of numbers of children not residing with the soldier. This information appears in Table 15. Differences between males and females are not significant.

Figures 5 and 6 show the comparisons between the sample groups and Army-wide populations. The female sample does not differ from the Army generally. The male sample, however, has fewer children than would be found in an Army-wide distribution for the same occupations.

TABLE 14

NUMBER OF CHILDREN RESIDING IN THE HOME BY OCCUPATION AND SEX

NUMBER OF CHILDREN	COUNT / ROW PCT / COL PCT / TOT PCT	1	2	3	4	ROW TOTAL
		MALE TRAID	MALE NON TRAD	FEMALE TRAD	FEMALE NONTRAD	
ZERO	1	44	8	35	18	105
		41.9	7.6	33.3	17.1	45.9
		40.4	25.0	61.4	58.1	
		19.2	3.5	15.3	7.9	
ONE	2	31	8	15	11	65
		47.7	12.3	23.1	16.9	28.4
		28.4	25.0	26.3	35.5	
		13.5	3.5	6.6	4.8	
TWO TO THREE	3	32	15	7	2	56
		57.1	26.8	12.5	3.6	24.5
		29.4	46.9	12.3	6.5	
		14.0	6.6	3.1	0.9	
FOUR	4	1	1	0	0	2
		50.0	50.0	0.0	0.0	0.9
		0.9	3.1	0.0	0.0	
		0.4	0.4	0.0	0.0	
FIVE	5	1	0	0	0	1
		100.0	0.0	0.0	0.0	0.4
		0.9	0.0	0.0	0.0	
		0.4	0.0	0.0	0.0	
	COLUMN TOTAL	109	32	57	31	229
		47.6	14.0	24.9	13.5	100.0

RAW CHI SQUARE = 27.47226 WITH 12 DEGREES OF FREEDOM. SIGNIFICANCE = 0.0066
CRAMER'S V = 0.19997

NUMBER OF MISSING OBSERVATIONS = 108

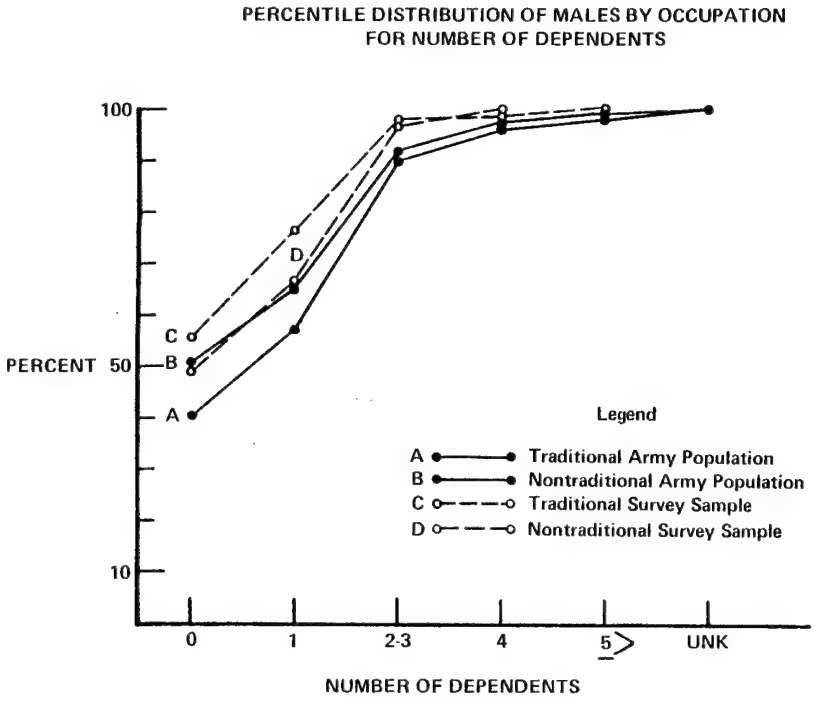

Figure 5. Percentile Distribution of Males by Occupation for Number of Dependents

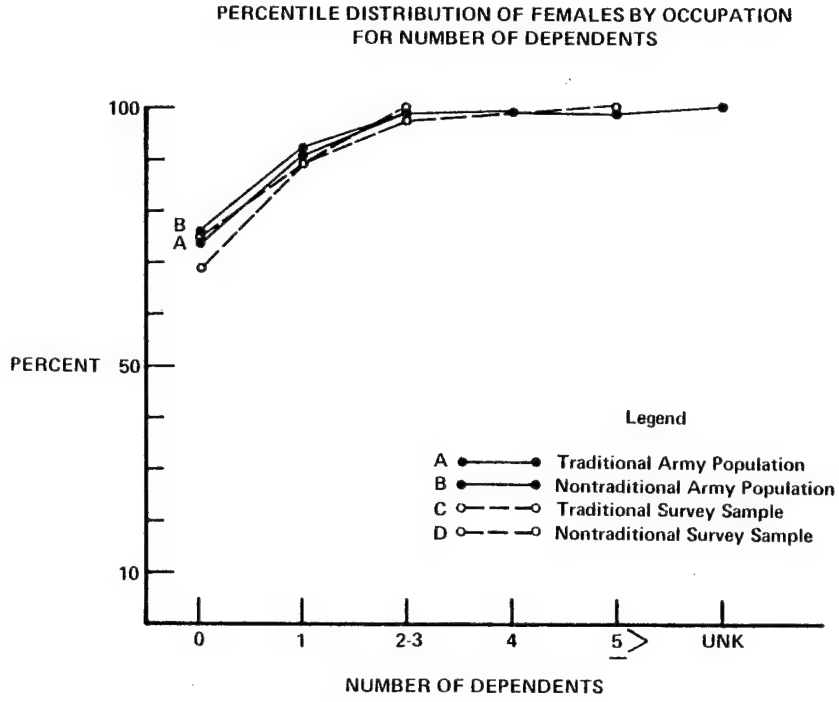

Figure 6. Percentile Distribution of Females by Occupation for Number of Dependents

TABLE 15

NUMBER OF CHILDREN NOT RESIDING IN THE HOME BY OCCUPATION AND SEX

V11	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRADID 1	MALE NONTRAD 2	FEMALE TRAD 3	FEMALE NONTRAD 4	ROW TOTAL
1 ZERO		74	23	47	25	169
		43.8	13.6	27.8	14.8	79.0
		74.0	76.7	88.7	80.6	
		34.6	10.7	22.0	11.7	
2 ONE		13	2	4	3	22
		59.1	9.1	18.2	13.6	10.3
		13.0	6.7	7.5	9.7	
		6.1	0.9	1.9	1.4	
3 TWO TO THREE		12	5	2	2	21
		57.1	23.8	9.5	9.5	9.8
		12.0	16.7	3.8	6.5	
		5.6	2.3	0.9	0.9	
5 FIVE		1	0	0	1	2
		50.0	0.0	0.0	50.0	0.9
		1.0	0.0	0.0	3.2	
		0.5	0.0	0.0	0.5	
COLUMN TOTAL		100	30	53	31	214
		46.7	14.0	24.8	14.5	100.0

RAW CHI SQUARE = 9.24520 WITH 9 DEGREES OF FREEDOM. SIGNIFICANCE = 0.4150
CRAMER'S V = 0.12000

NUMBER OF MISSING OBSERVATIONS = 123

JOINT SPOUSES

One additional demographic descriptor is of interest in this study. Of the 62.3% of the sample who are married (N=192), 59 are joint spouses or married to other service members. The joint spouse respondents are predominantly female. Forty-nine of the 65 married women or 75.38% are married to other service members. This category of female falls totally into the second enlistment group, having between 4 to 6 years of service. It is in this important way that female military members differ from their male counterparts: they are far more likely to be married to a service member.

SECTION 4

OCCUPATIONAL FRAMEWORK FOR THE DECISION TO MIGRATE

A series of questions was directed at determining the reasons for migrating from one occupational field to another, the career intentions of the respondent, and certain conditions under which the job took place. Responses to these questions provide a framework for understanding some dimensions of occupational migration.

DECISION TO MIGRATE

When respondents answered the open-ended question on why they changed occupations, five general categories of response emerged:

- Career opportunities
- Negative job characteristics in the old MOS
- Preparation for civilian occupations
- Involuntary reclassification
- Personal reasons

Those responding "military career" demonstrate a belief that the occupational change would enhance promotion opportunities or provide a more stable career pattern. As Table 16 indicates, this reason was particularly important for males migrating to nontraditional female (or traditionally male) occupations. The next largest percentage group registering this reason was women migrating to traditional occupations. In interviews with women, this reason was cited often because even though many of the women had formal occupational designations which were nontraditional, their actual duty assignments were traditional (Table 20). Therefore, it was felt that promotion chances were increased if the individual was actually able to work in the primary MOS field.

The next major reason for changing MOS was to acquire skills and education applicable to the civilian job market. Distribution of this reason among the groups is fairly even. Several women migrating to nontraditional occupations specifically stated that they believed that

TABLE 16

REASON FOR MIGRATION BY OCCUPATION AND SEX

REASON FOR MIGRATION	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD 1	MALE NONTRAD 2	FEMALE TRAD 3	FEMALE NONTRAD 4	ROW TOTAL
1 MILITARY CAREER		26	19	24	10	79
		32.9	24.1	30.4	12.7	29.2
		20.6	47.5	35.8	26.3	
		9.6	7.0	8.9	3.7	
2 NEGATIVE JOB ISSUES		33	5	17	9	64
		51.6	7.8	26.6	14.1	23.6
		26.2	12.5	25.4	23.7	
		12.2	1.8	6.3	3.3	
3 PREPARATION FOR CIVILIAN JOB		33	11	17	11	72
		45.8	15.3	23.6	15.3	26.6
		26.2	27.5	25.4	28.9	
		12.2	4.1	6.3	4.1	
4 INVOLUNTARY RECLASSIFICATION		26	3	5	6	40
		55.0	7.5	12.5	15.0	14.8
		20.6	7.5	7.5	15.8	
		9.6	1.1	1.8	2.2	
5 PERSONAL		8	2	4	2	16
		50.0	12.5	25.0	12.5	5.9
		6.3	5.0	6.0	5.3	
		3.0	0.7	1.5	0.7	
COLUMN TOTAL		126	40	67	38	271
		46.5	14.8	24.7	14.0	100.0

RAW CHI SQUARE = 18.49651 WITH 12 DEGREES OF FREEDOM. SIGNIFICANCE = 0.1014
CRAMER'S V = 0.15083

NUMBER OF MISSING OBSERVATIONS = 66

military training would provide them better job opportunities. At least two of the women interviewed had, in fact, been contacted by civilian industry in the field of communications.

The third most frequently listed reason for migrating from one job to another was negative job issues. These included problems with supervisors, difficulties with peers, lack of interesting or challenging work, too much field duty, and so on. Males entering occupations traditionally reserved to them had fewer of these problems than those found in the other groups. Among the interviewed females who had reclassified to traditional MOSs, this issue tended to center on dislike of the work environment, particularly the issue of male peer relations, and complaints of unchallenging work stemming often from being hampered in full performance.

Many of the women in this group felt that they had to struggle to actually work in their nontraditional MOS and, finally, at some point gave up and accepted the more traditional role assigned to them by both supervisors and peers.

The fourth reason for MOS change was involuntary reclassification. This reason is most relevant for males entering traditionally female occupations. The higher percentage among the women appears for those reclassified into nontraditional occupations. In that case 15.8% of women entering nontraditional occupations as opposed to only 7.5% of those entering traditionally female occupations were involuntarily reclassified. Reasons for involuntary reclassification are many. They include loss of security clearance, medical reasons, inefficiency on commander's evaluation, and failure of MOS testing (AR 600-200). Another reason for involuntary reclassification occurs when the individual is forced to accept another MOS in order to reenlist. Technically, this is not viewed by the military as a forced reclassification since the individual may elect not to reenlist. However, this occurred for several respondents whose previous MOS was closed at the time of reenlistment.

Finally, a few individuals listed personal reasons for changing their occupations. Almost all of these related to locational problems with certain MOSs (the requirement for frequent overseas assignments) or spouse's desire that the respondent change occupations. As can be seen in Table 16, this involved only a very small percentage of any one of the gender/occupational groups.

MILITARY CAREER INTENTIONS

Perhaps of major interest in understanding decisions to migrate from one job to another is the impact of military career decisions. Because 29.2% of the sample indicated that career reasons were the primary motivation for occupational migration, this issue may be scrutinized more closely.

In answer to the question, "Which of the following best describes your career intentions in the military over the long run?" the following responses were possible:

- I intend to make the Army a career over a twenty-year period or more.
- I intend to stay in the Army until the end of this enlistment.
- I intend to stay in the Army only to receive training for a job in the civilian work force.
- I intend to stay in the military as long as it does not interfere with other important issues in my life.
- I intend to stay in the Army until I have a family.
- I am uncertain about my career intentions.

The response rates are described in Table 17. The overall sample contains 31.1% who intend to definitely make the Army a career. Significant difference exists between males and females migrating to nontraditional occupations where 41.9% of the males and only 13.6% of the females plan a military career. The differences between percentages of males and females migrating to traditional occupations are only slight. The primary difference between the groups comes from the fact that of the women migrating to traditional MOSs who intend to make the Army a career, the majority are single. Seventy-five percent or 15 of the women selecting career status have either never married or are divorced. The opposite is true of males selecting the career option. They are more likely to be married.

Nontraditional males also differ from the other groups in terms of intention to leave the Army at the end of this enlistment. It is, however, with both female groups that the intention to leave at the end of the current enlistment is the strongest. Fully 43.2% of women migrating to nontraditional occupations and 32.4% migrating to traditional occupations intend to end their Army careers at this point. Roughly half of the

TABLE 17

MILITARY CAREER INTENTIONS BY OCCUPATION AND SEX

MILITARY CAREER INTENTION	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD (1)	MALE NON TRAD (2)	FEMALE TRAD (3)	FEMALE NONTRAD (4)	ROW TOTAL
1 CAREER		51	18	20	6	95
		53.7	18.9	21.1	6.3	31.1
		35.4	41.9	27.0	13.6	
		16.7	5.9	6.6	2.0	
2 THIS ENLISTMENT		31	8	24	19	82
		37.8	9.8	29.3	23.2	26.9
		21.5	18.6	32.4	43.2	
		10.2	2.6	7.9	6.2	
3 CIVIL FORCE		8	2	0	1	11
		72.7	18.2	0.0	9.1	3.6
		5.6	4.7	0.0	2.3	
		2.6	0.7	0.0	0.3	
4 LIFE ISSUES		24	6	6	3	39
		61.5	15.4	15.4	7.7	12.8
		16.7	14.0	8.1	6.8	
		7.9	2.0	2.0	1.0	
5 FAMILY		3	0	3	0	6
		50.0	0.0	50.0	0.0	2.0
		2.1	0.0	4.1	0.0	
		1.0	0.0	1.0	0.0	
6 UNCERTAIN		27	9	21	15	72
		37.5	12.5	29.2	20.8	23.6
		18.8	20.9	28.4	34.1	
		8.9	3.0	6.9	4.9	
COLUMN TOTAL		144	43	74	44	305
		47.2	14.1	24.3	14.4	100.0

RAW CHI SQUARE = 31.44704 WITH 15 DEGREES OF FREEDOM. SIGNIFICANCE = 0.0077
CRAMER'S V = 0.18539

NUMBER OF MISSING OBSERVATIONS = 32

women in traditional occupations intending to leave at the end of this enlistment are joint spouses, whereas only 5% of the nontraditional women are also married to service members.

The next largest group of intention responses are those who are uncertain about their military careers. Women indicating this ambivalence represent a higher proportion of their occupational categories than do males. Roughly half of these women are also married to service members (11 of the women entering traditional occupations and 8 of the

women entering nontraditional occupations). Interview materials provide some insight to the reasoning behind this ambivalence. Women married to other service members react to the uncertainty of assignments for both members. To the extent that compatible assignments are available and possible for both service members, they intend to pursue joint careers. However, the potential of military needs conflicting with personal needs are recognized and most, although not all, women are prepared to leave the military if separation becomes necessary for long periods of time.

Another group who also register uncertainty are those who will stay in the Army only so long as the career pattern does not interfere drastically with other important life issues. This represents only a small portion of the total sample. The percentage of males in this group is twice as large as the females for both occupational categories. Males, again, also constitute practically the entire group of those who intend to stay in the Army only for civilian-directed training and education. Finally, only 2% of the sample would leave the Army for family reasons. The three females who chose this response were joint spouses. These few individuals clearly state the basis for possible termination of an Army career as opposed to the females (30%) who are uncertain. Army experience in female attrition would indicate that many in the uncertain category will leave for family reasons. The fact that most of the women in this category are also married to soldiers further supports this view.

WORK VERSUS PERSONAL LIFE

Another attempt at ascertaining the extent to which women perceived family or personal issues as more important than military requirements was made with the following question: "If your work conflicted with your personal or family life, what would you do?"

1. Seek reassignment.
2. Seek an occupational change that provided more stable assignments.

3. Leave the military.

4. Change your personal life.

As Table 18 depicts, less than 16% of the sample would leave the military as a solution to conflicts between work and personal matters. Of those women who would seek this solution, 12 of the 17 are married to other service members. The interesting data from this table is the percentage of individuals, almost 23%, who would change their personal life to accommodate the requirements of work.

TABLE 18

ACTION SELECTED WHEN WORK CONFLICTS WITH PERSONAL LIFE

BY OCCUPATION AND SEX

ACTION SELECTED	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD 1	MALE NON TRAD 2	FEMALE TRAD 3	FEMALE NONTRAD 4	ROW TOTAL
REASSIGNMENT	1	37	6	13	6	62
		59.7	9.7	21.0	9.7	21.4
		26.1	15.0	19.1	15.0	
		12.8	2.1	4.5	2.1	
CHANGE OCCUPATIO	2	50	19	26	21	116
		43.1	16.4	22.4	18.1	40.0
		35.2	47.5	38.2	52.5	
		17.2	6.6	9.0	7.2	
LEAVE MILITARY	3	20	9	11	6	46
		43.5	19.6	23.9	13.0	15.9
		14.1	22.5	16.2	15.0	
		6.9	3.1	3.8	2.1	
PERSONAL CHANGE	4	35	6	18	7	66
		53.0	9.1	27.3	10.6	22.8
		24.6	15.0	26.5	17.5	
		12.1	2.1	6.2	2.4	
COLUMN TOTAL		142	40	68	40	290
		49.0	13.8	23.4	13.8	100.0

RAW CHI SQUARE = 9.72580 WITH 9 DEGREES OF FREEDOM. SIGNIFICANCE = 0.3731
CRAMER'S V = 0.10573

NUMBER OF MISSING OBSERVATIONS = 47

WORK EXPERIENCE IN PRIMARY MOS

Much discussion concerning women centers around the issue of whether women trained in nontraditional occupations actually worked in those occupations. Field interviews supported the position that some

of the women trained in nontraditional occupations never worked in their MOS and many others, while in fact assigned to support units, actually performed clerking or secretarial duties. As Table 19 shows, 26.7% of the women migrating from nontraditional occupations never worked in their original MOS. However, the difference between these women and those migrating from traditional occupations is insignificant as is the difference between men making the same migrations.

TABLE 19

WORK EXPERIENCE IN ORIGINAL MOS BY OCCUPATION AND SEX

WORK EXPERIENCE IN ORIGINAL MOS	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD 1	MALE NON TRAD 2	FEMALE TRAD 3	FEMALE NONTRAD 4	ROW TOTAL
YES	1	120	35	55	34	244
		49.2	14.3	22.5	13.9	80.3
		83.9	83.3	73.3	77.3	
		39.5	11.5	18.1	11.2	
NO	2	23	7	20	10	60
		38.3	11.7	33.3	16.7	19.7
		16.1	16.7	26.7	22.7	
		7.6	2.3	6.6	3.3	
COLUMN TOTAL		143	42	75	44	304
		47.0	13.8	24.7	14.5	100.0

RAW CHI SQUARE = 3.97642 WITH 3 DEGREES OF FREEDOM. SIGNIFICANCE = 0.2640
CRAMER'S V = 0.11437

NUMBER OF MISSING OBSERVATIONS = 33

The data show that males are just as likely to be assigned to duties outside the Primary MOS as females, regardless of whether that MOS is traditionally female or not.

A different pattern emerges, however, when the question is whether the individual is currently employed in the new MOS. As Table 20 shows, individuals, whether they are male or female, who previously worked in traditionally female occupations are likely to continue working in those occupations after a primary MOS change to a nontraditional occupation. The significant difference shown in the table is a matter of occupation rather than sex.

TABLE 20

WORK EXPERIENCE IN CURRENT MOS BY OCCUPATION AND SEX

WORK EXPERIENCE IN CURRENT MOS	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD (1)	MALE NON TRAD (2)	FEMALE TRAD (3)	FEMALE NONTRAD (4)	ROW TOTAL
YES	1	118	26	60	25	229
		51.5	11.4	26.2	10.9	76.1
		83.1	59.1	82.2	59.5	
		39.2	8.6	19.9	8.3	
NO	2	24	18	13	17	72
		33.3	25.0	18.1	23.6	23.9
		16.9	40.9	17.8	40.5	
		8.0	6.0	4.3	5.6	
	COLUMN TOTAL	142	44	73	42	301
		47.2	14.6	24.3	14.0	100.0

RAW CHI SQUARE = 18.64662 WITH 3 DEGREES OF FREEDOM. SIGNIFICANCE = 0.0003
CRAMER'S V = 0.24890

NUMBER OF MISSING OBSERVATIONS = 36

GOING TO THE FIELD

Going to the field for maneuvers is a major issue in Army work experience. Comparisons between old and new MOSs on required field duty provide interesting information. Of males who migrated to traditional occupations, 86.2% had required field duty as opposed to only 47.7% of males who migrated from traditional occupations. With women, however, regardless of occupation 72% went to the field as a function of their occupation. The data indicate that for this sample, women migrating from traditional occupations are more likely than their male counterparts to have field experience (Table 21).

The data in Table 22 show the difference in field duty is attendant upon occupational migration. The interesting category here is the large percentage of women in nontraditional occupations who are not required to go to the field. This is consistent with the 40.5% who do not actually work in these nontraditional occupations but continue utilizing the skills of their former MOS.

TABLE 21

FIELD DUTY REQUIRED IN OLD MOS BY OCCUPATION AND SEX

FIELD DUTY REQUIRED IN OLD MOS	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD (1)	MALE NON TRAD (2)	FEMALE TRAD (3)	FEMALE NONTRAD (4)	ROW TOTAL
YES	1	49	34	16	23	122
		40.2	27.9	13.1	18.9	40.1
		34.3	79.1	21.6	52.3	
		16.1	11.2	5.3	7.6	
NO	2	94	9	58	21	182
		51.6	4.9	31.9	11.5	59.9
		65.7	20.9	78.4	47.7	
		30.9	3.0	19.1	6.9	
COLUMN TOTAL		143	43	74	44	304
		47.0	14.1	24.3	14.5	100.0

RAW CHI SQUARE = 42.43532 WITH 3 DEGREES OF FREEDOM. SIGNIFICANCE = 0.0000
CRAMER'S V = 0.37362

NUMBER OF MISSING OBSERVATIONS = 33

TABLE 22

FIELD DUTY REQUIRED IN CURRENT MOS BY OCCUPATION AND SEX

FIELD DUTY REQUIRED IN CURRENT MOS	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD (1)	MALE NON TRAD (2)	FEMALE TRAD (3)	FEMALE NONTRAD (4)	ROW TOTAL
YES	1	125	21	52	31	229
		54.6	9.2	22.7	13.5	75.3
		86.2	47.7	72.2	72.1	
		41.1	6.9	17.1	10.2	
NO	2	20	23	20	12	75
		26.7	30.7	26.7	16.0	24.7
		13.8	52.3	27.8	27.9	
		6.6	7.6	6.6	3.9	
COLUMN TOTAL		145	44	72	43	304
		47.7	14.5	23.7	14.1	100.0

RAW CHI SQUARE = 27.88594 WITH 3 DEGREES OF FREEDOM. SIGNIFICANCE = 0.0000
CRAMER'S V = 0.30287

NUMBER OF MISSING OBSERVATIONS = 33

SECTION 5

ATTITUDES AND PERCEPTIONS ABOUT ARMY WORK

Large numbers of women have entered the Army within recent years. Whether women work in traditional or nontraditional occupations they often are seen as "different" by peers and supervisors. Much of this sense of difference concentrates in a perception that males and females relate to the Army in different ways, largely because they experience it differently. Some evidence indicates that there are attitudinal differences between military males and females (e.g., Webster and Booth, 1978; Coser and Rokoff, 1975; Deaux and Emsiviller, 1974; Kane, 1977) and that differences also exist between women in traditional and nontraditional occupations (Hensdale, Collier, and Johnson, 1978). The majority of these studies examined military data bases controlling for factors such as rank and time in service from general surveys. One of the advantages of asking similar questions of individuals experiencing migration to and from certain occupations is that it narrows the range of career experience which influences attitudes and perceptions.

The differences between males and females which might be expected from Army-wide surveys are diminished here by controlling for a particular organizational behavior--MOS reclassification. One dramatic instance ence shown in the last section was that educational differences between Army males and females disappears in this sample. Whether this difference is a function of more educated soldiers requesting reclassification or whether it is spurious can not be ascertained from available information.

An earlier discussion showed attitudinal differences for the four groups are more significant between occupational groups than between gender groups. The findings from the ten Occupational Attitude Scales are discussed below.

- Job Satisfaction
- Personal Responsibility

- Peer Relations
- Job Challenge
- Work versus Personal Life
- Off-Duty Friendships
- Future Skills
- Career Experience
- Preferential Treatment
- Supervisor Relations

JOB SATISFACTION

Job satisfaction is measured by a scale of eight questions:

- I would encourage my friends to work in my MOS.
- I would actually prefer to do another job (recoded).
- I am given a chance in the Army to do the things I do best.
- I am very satisfied with my job.
- I am often frustrated at work.
- My job provides a clean, pleasant environment.
- I am not asked to do excessive work.

As Table 23 indicates there is a significant difference between the groups. Close inspection reveals that females are fairly uniform in job satisfaction, regardless of job with slightly more women in traditional MOS registering high satisfaction and slightly fewer registering low satisfaction than women in nontraditional MOS. The majority of all respondents falls in the medium range, registering more or less satisfaction. It is between male groups that the greater disparity lies. Very few males (5.3%) in nontraditional occupations register high satisfaction in comparison to 20.9% of males in traditional occupations. The same distinction appears at the low end of the scale with 28.9% and 7.9%, respectively, low scores for nontraditional and traditional males.

PERSONAL RESPONSIBILITY

This scale is measured by five questions:

- I am basically responsible for how I get my job done.
- I enjoy taking responsibility in my job.

TABLE 23

JOB SATISFACTION BY OCCUPATION AND SEX

JOB SATISFACTION	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD 1	MALE NON TRAD 2	FEMALE TRAD 3	FEMALE NONTRAD 4	ROW TOTAL
HIGH	1	29	2	14	6	51
		56.9	3.9	27.5	11.8	18.0
		20.9	5.3	20.0	16.2	
		10.2	0.7	4.9	2.1	
MEDIUM	2	99	25	46	24	194
		51.0	12.9	23.7	12.4	68.3
		71.2	65.8	65.7	64.9	
		34.9	8.8	16.2	8.5	
LOW	3	11	11	10	7	39
		28.2	28.2	25.6	17.9	13.7
		7.9	28.9	14.3	18.9	
		3.9	3.9	3.5	2.5	
	COLUMN TOTAL	139	38	70	37	284
		48.9	13.4	24.6	13.0	100.0

RAW CHI SQUARE = 15.20335 WITH 6 DEGREES OF FREEDOM. SIGNIFICANCE = 0.0187
CRAMER'S V = 0.16360

NUMBER OF MISSING OBSERVATIONS = 53

- I deserve all the credit or blame for how well I am doing my job.
- I have to ask my supervisor before I do anything (recoded).
- A lot of people can be affected by how well I do my job.

This scale differentiates between all groups (Table 24). The majority are high scorers, revealing a sense of responsibility and efficiency in terms of their work. Scores are higher, however, for those migrating to traditional occupations, particularly males where 86% score high. Only women in nontraditional occupations represent a significant group proportion with medium scores or lower.

These responses, supported by field interviews, reveal that women generally feel that they have less control over their jobs. Among the few questions that sex alone distinguished in the analysis of variance were "I am basically responsible for how I get my job done" and "I

TABLE 24

PERSONAL RESPONSIBILITY BY OCCUPATION AND SEX

PERSONAL RESPONSIBILITY	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD (1)	MALE NON TRAD (2)	FEMALE TRAD (3)	FEMALE NONTRAD (4)	ROW TOTAL
HIGH (1)		123	27	53	21	224
		54.9	12.1	23.7	9.4	76.5
		86.0	69.2	75.7	51.2	
		42.0	9.2	18.1	7.2	
MEDIUM (2)		19	12	17	18	66
		28.8	18.2	25.8	27.3	22.5
		13.3	30.8	24.3	43.9	
		6.5	4.1	5.8	6.1	
LOW (3)		1	0	0	2	3
		33.3	0.0	0.0	66.7	1.0
		0.7	0.0	0.0	4.9	
		0.3	0.0	0.0	0.7	
COLUMN TOTAL		143	39	70	41	293
		48.8	13.3	23.9	14.0	100.0

RAW CHI SQUARE = 27.61623 WITH 6 DEGREES OF FREEDOM. SIGNIFICANCE = 0.0001
CRAMER'S V = 0.21709

NUMBER OF MISSING OBSERVATIONS = 44

deserve all the credit or blame for how well I am doing my job." Women agreed less strongly with these statements, if at all. Women generally felt they were able to exercise less control over their work than comparably ranked men and were, at times, placed in supervision below males junior in rank and experience. In some respects, this scale is a measure of the difficulties women find in actually getting their work done. That this perception is not shared as readily by males, especially those migrating to traditional MOSs is seen in their high response rates.

PEER RELATIONS

The measurement of peer relations at work is provided by the following scale:

- Co-workers usually let me know when I do my job well.
- My co-workers are incompetent (recoded).
- The people I work with are helpful in getting my job done.
- I would feel comfortable supervising my co-workers.

The differences between the groups are insignificant, with the majority (60.8%) scoring in the medium range (Table 25). Women constitute more, registering lower regard for or expectations about co-workers. In particular these women feel less comfortable about supervising co-workers.

TABLE 25

PEER RELATIONS BY OCCUPATION AND SEX

PEER RELATIONS	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD 1	MALE NON TRAD 2	FEMALE TRAD 3	FEMALE NONTRAD 4	ROW TOTAL
HIGH	1	64	9	21	11	105
		61.0	8.6	20.0	10.5	36.5
		45.4	23.1	31.3	26.8	
		22.2	3.1	7.3	3.8	
MEDIUM	2	73	28	45	29	175
		41.7	16.0	25.7	16.6	60.8
		51.8	71.8	67.2	70.7	
		25.3	9.7	15.6	10.1	
LOW	3	4	2	1	1	8
		50.0	25.0	12.5	12.5	2.8
		2.8	5.1	1.5	2.4	
		1.4	0.7	0.3	0.3	
COLUMN TOTAL		141	39	67	41	288
		49.0	13.5	23.3	14.2	100.0

RAW CHI SQUARE = 11.49583 WITH 6 DEGREES OF FREEDOM. SIGNIFICANCE = 0.0742
CRAMER'S V = 0.14127

NUMBER OF MISSING OBSERVATIONS = 49

JOB CHALLENGE

The challenge provided by an Army job is measured by three point scale:

- My job requires that I keep learning new things.
- My job lets me use my skills and abilities.
- My job requires a high level of skill.

The sample of individuals who have changed occupations rate their jobs higher on challenge than on satisfaction, as seen in Table 23. Again, those migrating to traditional occupations register higher levels of

challenge than those in nontraditional MOSs (Table 26). The lowest scores are found with women migrating to nontraditional occupations. Even so, only 5.4% of the sample score low overall.

In field interviews, major complaints centered around the lack of career development in certain nontraditional occupations. This was particularly evident in nontraditional occupations which are utilized at full capacity only during maneuvers. Individuals in such occupations find themselves on details unrelated to their occupations while in garrison. Resentment for the lack of challenging work was also attached to their rank in that the entire sample of females consisted of E-4 and E-5 enlisted. Many women felt that they should be given more challenging work than they currently receive.

TABLE 26

JOB CHALLENGE BY OCCUPATION AND SEX

JOB CHALLENGE	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD (1)	MALE NON TRAD (2)	FEMALE TRAD (3)	FEMALE NON TRAD (4)	ROW TOTAL
HIGH	1	80	18	45	16	159
		50.3	11.3	28.3	10.1	53.2
		56.3	42.9	61.6	38.1	
		26.8	6.0	15.1	5.4	
MEDIUM	2	58	18	26	22	124
		46.8	14.5	21.0	17.7	41.5
		40.8	42.9	35.6	52.4	
		19.4	6.0	8.7	7.4	
LOW	3	4	6	2	4	16
		25.0	37.5	12.5	25.0	5.4
		2.8	14.3	2.7	9.5	
		1.3	2.0	0.7	1.3	
COLUMN TOTAL		142	42	73	42	299
		47.5	14.0	24.4	14.0	100.0

RAW CHI SQUARE = 15.99673 WITH 6 DEGREES OF FREEDOM. SIGNIFICANCE = 0.0138
CRAMER'S V = 0.16356

NUMBER OF MISSING OBSERVATIONS = 38

WORK VERSUS PERSONAL LIFE

This scale provides a means of measuring the conflicts between work and personal issues. It consists of three items:

- The work I do interferes with my personal life.
- My main interest in my work is to get enough money to do the other things I want to do.
- I am able to take time off from work to take care of important matters.

The higher the score (Table 27) the more personal issues are seen to conflict with work. The primary differences are between males and females, with more males registering personal conflicts. Overall, the vast majority score in the medium range with varying degrees of interference perceived. Generally, there is concern over personal issues which conflict or flow into the work arena.

TABLE 27

WORK VERSUS PERSONAL LIFE CONFLICTS BY OCCUPATION AND SEX

WORK VS. PERSONAL LIFE	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD 1	MALE NON TRAD 2	FEMALE TRAD 3	FEMALE NONTRAD 4	ROW TOTAL
1 HIGH	COUNT	6	4	1	0	11
	ROW PCT	54.5	36.4	9.1	0.0	3.7
	COL PCT	4.3	9.5	1.4	0.0	
	TOT PCT	2.0	1.3	0.3	0.0	
2 MEDIUM	COUNT	116	34	65	41	256
	ROW PCT	45.3	13.3	25.4	16.0	85.6
	COL PCT	82.3	81.0	87.8	97.6	
	TOT PCT	38.8	11.4	21.7	13.7	
3 LOW	COUNT	19	4	8	1	32
	ROW PCT	59.4	12.5	25.0	3.1	10.7
	COL PCT	13.5	9.5	10.8	2.4	
	TOT PCT	6.4	1.3	2.7	0.3	
COLUMN TOTAL		141 / 47.2	42 / 14.0	74 / 24.7	42 / 14.0	299 / 100.0

RAW CHI SQUARE = 11.48860 WITH 6 DEGREES OF FREEDOM. SIGNIFICANCE = 0.0744
CRAMER'S V = 0.13861

NUMBER OF MISSING OBSERVATIONS = 38

OFF-DUTY ASSOCIATIONS

The importance of the buddy system in the military has often been stressed (Little, 1961). Additionally, peer interactions on and off duty have important repercussions for the work place. Individuals who socialize off duty tend to be more supportive and protective at work. They know each other and are thus more likely to take a broader range of factors into account in the daily experiences of the work place. The off-duty associations factor is measured by two items:

- Most of my personal friends are at work
- Most of my free time is spent with people I work with

Few differences exist between males and females in their current work-peer relationships (Table 28). Whereas few score high on this scale, both males and females who migrated to nontraditional occupations spend more of their time with co-workers. Partly the low level of interaction is accounted for by marriage and its requirements that inhibit off-duty associations. Females in traditional occupations associate less with co-workers than any group. The difference between the two traditional groups is statistically significant. This behavior is probably a carryover from previous job experience. Table 29 shows females' evaluation of experience in old nontraditional occupations. More than half of the women did not socialize with co-workers. Differences between males and females is significant when evaluating off-duty associations in the previous MOS.

FUTURE SKILLS

One of the primary issues of Army recruitment is the promise of training for future skills. This can mean either in the Army or in the civilian community. Future skills are measured by a two-item scale:

- The skills I'm using will be valuable in the future.
- My job skills will be valuable when I leave the Army.

Variation in perception and evaluation of skills exists primarily by occupation (Table 30). Those individuals migrating to traditional

TABLE 28

OFF-DUTY ASSOCIATIONS BY OCCUPATION AND SEX
FOR CURRENT MOS

OFFDUTY ASSOCIATION	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD 1	MALE NON TRAD 2	FEMALE TRAD 3	FEMALE NONTRAD 4	ROW TOTAL
1		13	6	6	4	29
HIGH		44.8	20.7	20.7	13.8	9.6
		9.0	14.0	8.0	9.8	
		4.3	2.0	2.0	1.3	
2		64	16	21	14	115
MEDIUM		55.7	13.9	18.3	12.2	38.0
		44.4	37.2	28.0	34.1	
		21.1	5.3	6.9	4.6	
3		67	21	48	23	159
LOW		42.1	13.2	30.2	14.5	52.5
		46.5	48.8	64.0	56.1	
		22.1	6.9	15.8	7.6	
COLUMN TOTAL		144	43	75	41	303
		47.5	14.2	24.8	13.5	100.0

RAW CHI SQUARE = 7.90125 WITH 6 DEGREES OF FREEDOM. SIGNIFICANCE = 0.2454
CRAMER'S V = 0.11419

NUMBER OF MISSING OBSERVATIONS = 34

TABLE 29

OFF-DUTY ASSOCIATIONS BY OCCUPATION AND SEX
FOR OLD MOS

OFFDUTY	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRADS 1	MALE NONTRADS 2	FEMALE TRADS 3	FEMALE NONTRADS 4	ROW TOTAL
1		33	4	15	4	56
HIGH		58.9	7.1	26.8	7.1	21.2
		25.4	11.1	23.4	11.8	
		12.5	1.5	5.7	1.5	
2		57	19	14	14	104
MEDIUM		54.8	18.3	13.5	13.5	39.4
		43.8	52.8	21.9	41.2	
		21.6	7.2	5.3	5.3	
3		40	13	35	16	104
LOW		38.5	12.5	33.7	15.4	39.4
		30.8	36.1	54.7	47.1	
		15.2	4.9	13.3	6.1	
COLUMN TOTAL		130	36	64	34	264
		49.2	13.6	24.2	12.9	100.0

RAW CHI SQUARE = 18.54337 WITH 6 DEGREES OF FREEDOM. SIGNIFICANCE = 0.0050
CRAMER'S V = 0.18740

NUMBER OF MISSING OBSERVATIONS = 73

occupations, both male and female, believe their skills to have more future value. The data indicate that those individuals currently in nontraditional occupations are more likely to discount the value of their occupational skills.

TABLE 30

PERCEIVED FUTURE SKILLS BY OCCUPATION AND SEX

FUTURE SKILLS	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD (1)	MALE NON TRAD (2)	FEMALE TRAD (3)	FEMALE NONTRAD (4)	ROW TOTAL
HIGH	1	79	16	44	16	155
		51.0	10.3	28.4	10.3	52.2
		56.0	39.0	59.5	39.0	
		26.6	5.4	14.8	5.4	
MEDIUM	2	41	14	22	14	91
		45.1	15.4	24.2	15.4	30.6
		29.1	34.1	29.7	34.1	
		13.8	4.7	7.4	4.7	
LOW	3	21	11	8	11	51
		41.2	21.6	15.7	21.6	17.2
		14.9	26.8	10.8	26.8	
		7.1	3.7	2.7	3.7	
COLUMN TOTAL		141	41	74	41	297
		47.5	13.8	24.9	13.8	100.0

RAW CHI SQUARE = 10.95573 WITH 6 DEGREES OF FREEDOM. SIGNIFICANCE = 0.0898
CRAMER'S V = 0.13581

NUMBER OF MISSING OBSERVATIONS = 40

CAREER EXPECTATIONS

Differences in attitude toward military occupations in terms of job satisfaction and challenge, valuations of skills, and so on are often a function of expectations about career possibilities. The more positive expectations for advancement and success are perceived possible, the more highly the individual is disposed to evaluate the occupation and feel positive toward the Army. Career experience is measured by a four-item scale:

- The Army offers me a chance to better my life.
- Promotions in my unit are handled fairly.
- Any person with ability can be successful in my MOS.
- My work in the Army is exactly as I expected it to be.

Differences in terms of career expectations are statistically significant by occupational group rather than sex (Table 31). Women migrating to traditional occupations register the highest percentage of positive expectations, while women entering nontraditional MOSs record the highest percentage of least expectations. More women take a strong evaluative stance regarding Army career expectations than do either male group (larger percentages of high and low scores), although the differences between males and females entering nontraditional occupations is infinitesimal.

TABLE 31

CAREER EXPECTATIONS BY OCCUPATION AND SEX

CAREER EXPECTATIONS	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD (1)	MALE NON TRAD (2)	FEMALE TRAD (3)	FEMALE NONTRAD (4)	ROW TOTAL
HIGH	1	46	8	30	9	93
		49.5	8.6	32.3	9.7	32.1
		34.3	19.0	41.7	21.4	
		15.9	2.8	10.3	3.1	
MEDIUM	2	81	29	40	27	177
		45.8	16.4	22.6	15.3	61.0
		60.4	69.0	55.6	64.3	
		27.9	10.0	13.8	9.3	
LOW	3	7	5	2	6	20
		35.0	25.0	10.0	30.0	6.9
		5.2	11.9	2.8	14.3	
		2.4	1.7	0.7	2.1	
COLUMN TOTAL		134	42	72	42	290
		46.2	14.5	24.8	14.5	100.0

RAW CHI SQUARE = 14.02847 WITH 6 DEGREES OF FREEDOM. SIGNIFICANCE = 0.0293
CRAMER'S V = 0.15552

NUMBER OF MISSING OBSERVATIONS = 47

PREFERENTIAL TREATMENT

Much discussion and evaluation of occupational expectations among enlisted personnel centers on preferential treatment for perceived favored groups. Men generally view women as receiving preferential treatment. The analysis of variance for specific questions showed that sexual differences in response to "Women receive preferential treatment in my unit" accounted for 15% of variability on this question (E^2 = 0.1544). Women are highly visible in military units so that evaluations in terms of their gender alone lead to discrepancies in work evaluations when compared to males. Attitudes associated with sexual characteristics or advantages are heightened when men have a history of interacting with women in ways that differ substantially from the task requirements of the work (Kantor, 1977). Other reasons for males perceiving that females receive preferential treatment derive from occupational situations where women are better qualified because of higher educational and intelligence requirements and are consequently dealt with differently. Other attitudes may stem from policies permitting pregnant women to remain on active duty. Pregnant Army women wear civilian clothing and are excused from various duties which fall to others in their unit.

Perceptions of general preferential treatment are measured by a three item scale:

- Men receive preferential treatment in my unit.
- Good efficiency ratings depend on how well the supervisor likes you.
- Women receive preferential treatment in my unit.

Differences in perception of preferential treatment are statistically significant (Table 32). While the majority of the sample (74.5%) with little variation between groups are medium scorers, indicating some preferential evaluation, males are more likely to be high scorers, agreeing that preferential treatment occurs, while women tend to be low scorers. Interestingly those males who migrated to nontraditional occupations are higher scorers than those males who migrated from such occupations. Whether this view is founded on perceptions of the old or new

MOS is not clear. When preferential treatment was controlled for educational attainment, no significant differences appeared. The data indicate that preferential treatment, whether for women or by supervisors is an issue to which men are more sensitive.

TABLE 32

PREFERENTIAL TREATMENT BY OCCUPATION AND SEX

PREFERENTIAL TREATMENT	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD 1	MALE NON TRAD 2	FEMALE TRAD 3	FEMALE NONTRAD 4	ROW TOTAL
HIGH	1	14	8	1	0	23
		60.9	34.8	4.3	0.0	8.0
		10.3	20.5	1.4	0.0	
		4.9	2.8	0.3	0.0	
MEDIUM	2	100	29	54	30	213
		46.9	13.6	25.4	14.1	74.5
		73.5	74.4	75.0	76.9	
		35.0	10.1	18.9	10.5	
LOW	3	22	2	17	9	50
		44.0	4.0	34.0	18.0	17.5
		16.2	5.1	23.6	23.1	
		7.7	0.7	5.9	3.1	
COLUMN TOTAL		136	39	72	39	286
		47.6	13.6	25.2	13.6	100.0

RAW CHI SQUARE = 21.33221 WITH 6 DEGREES OF FREEDOM. SIGNIFICANCE = 0.0016
CRAMER'S V = 0.19312

NUMBER OF MISSING OBSERVATIONS = 51

SUPERVISORY RELATIONS

Good relations with supervisors is usually an element of job satisfaction ratings (Taylor and Bowers, 1972). There is some evidence that satisfaction with Army life is related to satisfaction with supervisory personnel (Bleda, Gitter and D'Agostino, 1978). The higher the relations with supervisors are rated, the greater the satisfaction with the job. Supervisory relations are measured on a four-item scale:

- My supervisor always makes sure I know what has to be done.
- My supervisor is competent.
- My supervisor usually lets me know when I do my job well.
- My supervisor is concerned with the welfare of those who work for him.

The differences between the occupational groups is not great. Generally, the individuals in this study find their supervisors supportive and helpful. Again, as in other attitudinal factors, those who have migrated to nontraditional occupations are less positive than those who have left those jobs (Table 33).

TABLE 33

SUPERVISORY RELATIONS BY OCCUPATION AND SEX

SUPERVISORY RELATIONS	COUNT / ROW PCT / COL PCT / TOT PCT	MALE TRAD (1)	MALE NON TRAD (2)	FEMALE TRAD (3)	FEMALE NONTRAD (4)	ROW TOTAL
HIGH	1	66	11	34	13	124
		53.2	8.9	27.4	10.5	42.3
		46.8	27.5	46.6	33.3	
		22.5	3.8	11.6	4.4	
MEDIUM	2	68	23	33	21	145
		46.9	15.9	22.8	14.5	49.5
		48.2	57.5	45.2	53.8	
		23.2	7.8	11.3	7.2	
LOW	3	7	6	6	5	24
		29.2	25.0	25.0	20.8	8.2
		5.0	15.0	8.2	12.8	
		2.4	2.0	2.0	1.7	
COLUMN TOTAL		141	40	73	39	293
		48.1	13.7	24.9	13.3	100.0

RAW CHI SQUARE = 9.86456 WITH 6 DEGREES OF FREEDOM. SIGNIFICANCE = 0.1305
CRAMER'S V = 0.12974

NUMBER OF MISSING OBSERVATIONS = 44

SECTION 6
FINDINGS

The purpose of this study was to examine the incidence and reasons for female migration to and from nontraditional occupations. By utilizing a comparison methodology, a juxtaposition between gender influence and occupational differences is provided. To understand the unique position of women vis-à-vis nontraditional occupations it is necessary to compare women to men in similar occupational statuses. Studies which concentrate analysis only upon comparisons between women in traditional and nontraditional occupations (i.e., Hensdale, Collier, and Johnson, 1978) cannot demonstrate factors which are a function of the occupation regardless of sex. The relevance of this approach has been demonstrated in the preceding description of results which showed that more differences occur on the basis of occupation than on the basis of sex.

At the outset, caution should be used in generalizing to an Army-wide population the results to be discussed below. First, the sample for analysis consists of individuals who have completed formal reclassification. Second, the demographic prescriptors of the sample show that there are some significant variations between the sample and the total Army enlisted population. Third, the sample is somewhat biased by reliance on responses to a mailed questionnaire. Verification of results would require controls allowing for data collection from the entire sample.

Nonetheless, it should be noted that in choosing an analysis of reclassified enlisted personnel, the study provided important insights into enlisted retention issues. As the discussion below will show, differences in evaluation of the job (MOS) and the Army as a whole vary by occupation more often than by sex. Relating information on career intentions to the career action of reclassification reveals issues important to retention regardless of sex.

MIGRATION PATTERNS AND UTILIZATION

Analyses of Army data show that while women are no more likely than men to apply for reclassification from nontraditional occupations (Table 1), realized migration to a traditional occupation is more probable for women. Of those who processed paper work to change their nontraditional MOS, 43% of the women as opposed to only 15% of the men were reclassified into traditional occupations.

Women are less inclined than men to leave traditional occupations. However, of those who do apply to reclassify, women are no more likely than men to have completed reclassification actions (about 25% for each). One reason for the low number of completed reclassifications was revealed in interviews. A number of women in traditional occupations had been told that in order to reenlist they would have to change primary MOSs due to overages during their reenlistment period. Thus, paper work was forwarded for the action even though it was not desired.

The study shows that it is not only easier for women to be reclassified to traditional occupations, it is also the case that larger percentages of women will continue to perform traditional duties even when they enter nontraditional fields. The latter finding supports widely held assumptions concerning female utilization. However, continued utilization of traditional skills is not unique to women. The data exemplify the practice exists regardless of sex so that 40% of both males and females continue to utilize traditional skills after reclassification. It would appear that commanders will utilize administrative skills wherever they are available, regardless of the individual's primary MOS.

Migration patterns, therefore, follow expected trends. Women tend to cluster in stereotypic jobs, whether by choice or by design. Changes in this pattern, particularly in terms of female volition to work in nontraditional occupations, depend upon changes in utilization practices, acceptance of women into these occupations, and aspects of these occupations which interface with personal life style issues. These issues as well as differential job satisfaction issues are discussed below.

CAREER COMMITMENTS

Patterns of migration and utilization are highly reliant on Army personnel policy. As the data indicate, the average respondent was in a second enlistment with many probably reclassified as a reenlistment option. The decision to enlist a second time is an important step in considering a military career. Females who migrated from nontraditional occupations list career considerations more frequently than any other reason for entering traditional occupations. Most of those who list career motivations intend a military career of the usual 20 years. Fewer women than men entering nontraditional occupations did so for career reasons and fewer still of these actually plan a military career.

Career motivation was one of the few research variables which differentiated by both sex and occupation. Women reclassified to traditional skills changed occupations more often for career reasons than did men experiencing the same change. These women also are more likely to be career committed than their male counterparts. This position is supported in the high scores of traditional MOS females on both the career expectations and future skills scales. Women who migrated to traditional occupations were higher scorers on these items than both male groups and nontraditional females. Women migrating to nontraditional occupations had the highest percentages of low scores in these areas. It would appear that low expectations regarding career and skills are related to low career motivation until data from males migrating to nontraditional occupations is examined. Males in nontraditional MOSs migrated primarily for career reasons (74.5% as opposed to only 20.6% of those migrating from traditional MOS), while only 26.3% of females going into nontraditional MOSs listed this reason. The percentages for career commitment and positive job evaluation are not directly related.

The data reveal that those who are career committed have, for the most part, migrated to occupations traditional to their gender. Females current in nontraditional MOSs exhibit, at best, uncertainty about the Army and, at worst, have already made a decision to leave at the end of

the current enlistment. Institutional practices of involuntary reclassification reinforces the lower commitment of these women (and even more so for men entering traditionally female occupations). These occupations (traditional for males, nontraditional for females) are utilized more often for forced MOS changes. Coercive changes are not likely to enhance positive attitudes toward these occupations.

Interview materials lend insight to the differential career commitments of the two female occupational groups. Women moving to traditional occupations are for the most part attempting to integrate work with personal lives. Traditional occupations are usually structured to an 8-hour day with fewer military duty requirements. The demands of home and family, which usually fall to the women (although the majority of married females are joint spouses), must be coordinated with work demands.

Reclassifying to traditional occupations is in many respects a logical career step for many women. When women more often than not are assigned to traditional duties, regardless of MOS, it is reasonable to assume career opportunities in the Army are enhanced. If duty and primary MOS are the same, the issue of alignment of primary MOS and duty MOS becomes increasingly critical to career mobility as a soldier competes for higher rank. Promotions beyond the E-4 level may be inhibited for lack of job knowledge in the primary MOS. If women want to pursue successful careers with increasing rank and responsibility, it is reasonable for them to work in those occupations where they will be utilized and rewarded. The same, of course, is true for males.

The traditional female occupations provide certain advantages to both males and females in terms of regularity of work hours, relatively better working conditions, and comparability of jobs skills to civilian counterparts. The data would seem to indicate that males migrate into these occupations for reasons similar to those of females aside from career commitments, whereas males migrate into the combat support occupations specifically to enhance promotion possibilities within the Army.

The two issues of career enhancement and stabilization of personal life were the reasons most often given for leaving nontraditional occupations. The last issue was very important to women entering nontraditional occupations. The problems of joint spouse assignments led some women to "shop" for occupations which would be compatible with expected assignments of their spouse's MOS.

Questionnaire data and interviews reinforce the view that women are as yet uncertain about careers in nontraditional occupations. Of all research groups, these women register the most uncertainty about a military career.

EVALUATING THE OCCUPATIONAL SETTING

As expected, females in traditional occupations register higher satisfaction with various aspects of their occupations and the Army. This view is not gender specific. Comparisons with males migrating to female traditional occupations indicate higher satisfaction with the job than that reported by females.

Similar comparisons obtain for both males and females in nontraditional MOSs. Nontraditional job occupants tend to rate their jobs lower or evaluate them more negatively than their traditional MOS counterparts. Occupational evaluation items, then, differentate by job rather than by sex.

These results are paradoxical in terms of assumptions about the relationship between positive job evaluation and career commitment. The paradox stands out starkly in the male data for those males who enjoy the least job satisfaction and have the most complaints about their occupational situations are the most career committed. The opposite is true of males in female traditional occupations as they are the least career committed of the research groups but exhibit the most efficacious, positive evaluations.

MIGRATION, CAREER COMMITMENT AND JOB SATISFACTION

The reasons for migrations to and from traditional occupations would appear to vary by occupation alone if only attitudinal variables related to the job are considered. On the surface, traditional occupations are simply viewed more positively. However, original assumptions that high levels of job satisfaction were attached to career commitments to gender stereotypic occupational assignments did not hold up. Individuals in traditional jobs regardless of sex view their occupational situations in a better light than those in nontraditional MOSs. Evaluation of the immediate job situation in a particular MOS is not the primary factor in career commitments to those occupations.

The data and interviews suggest that career intentions are perhaps more grounded in commitments to the Army as an organization and life style than to specific MOSs. Occupations are secondary issues which are evaluated in terms of career possibilities within the Army structure. It would appear that on a pragmatic level promotions and future promotion expectations are the strongest elements in the confluence of occupation and career commitment to the Army.

On a more symbolic level, once the individual elects to enlist for a second time, the career option becomes more relevant. The individual at this point must evaluate opportunities and requirements, judging them against other personal commitments such as marriage, family, upward mobility goals, and so on. Electing the Army as a career involves a <u>total</u> commitment rather than an occupational commitment alone. Every soldier expects to be transferred. Changing units affects evaluations of the conditions of work, the nature of the job, and whether the individual will be able to utilize any or all of his or her training. The occupation, per se, becomes secondary to the needs of the Army. Thus, as a military career progresses in time, specific occupations and jobs become less important than overall commitment to the Army and the way an Army career is defined.

The transition from a job or work-specific orientation to the Army to a more institutional focus may be more difficult for women. Other research (Wood, 1978) supports the view that enlisted women in the Army are much more oriented to the specific job than are males.

This commitment or lack thereof is important in understanding retention issues regardless of gender. A military career requires a closer, more encompassing relationship between occupation and personal life than is usually found in the civilian work sector. The average civilian worker can separate activities and relationships of the work place from other activities and relationships. There are no necessary institutionalized connections between pursuing a particular occupation and other aspects of life. The employment relationship in industry is thereby institutionally isolated from the rest of social life (Dahrendorf, 1959). Where people live and whom they associate with outside of work are contingent upon other circumstances.

The military, however, is an occupational community (e.g., Blauner, 1960, 1964; Brown et al., 1973) where all aspects of life-work and non-work may require integration. Based upon this interpretation of career behavior, it is reasonable to assume that military personnel contemplating a military career will seek to implement that career by selecting occupations which meet the following criteria:

- Upward mobility or reasonable promotion rates
- Integration of military life with other aspects of personal life

The last issue is just as significant for males as for females. Males as often as females must coordinate their Army careers with marital and family concerns. The effects are differential but only by degree.

Demographic data indicate that those who are reclassified are high quality in terms of education and motivation. They appear to be individuals who can utilize the system to their advantage for career advancement

whether inside or outside of the Army. The data base, then, gives preliminary information on some of the issues extant in the area of enlisted retention.

The data suggest that attitudes toward the job alone are insufficient to account for behaviors associated with career intentions, at least among those who have migrated. There is no necessary or at least direct connection between positive evaluation and career retention. This finding applies for males as well as females. It was only through comparison on the basis of gender that this lack of relationship was clarified. Had the study been of females only, the results would not have been as surprising.

This finding suggests that deciding upon a military career probably requires a shift in focus from the job, to the Army as an organization. This shift may be made more difficult or create more problems for the individuals given the recruitment focus on specific jobs and training. Associating a rather loose organizational approach to utilization (assigning people to duties that meet mission needs of the moment) with plans for career progression in specific occupations is not easy. The study in some respects indicates the nature of the struggle involved in selecting a military career.

SECTION 7

RECOMMENDATIONS

This research identified a number of interesting findings regarding the retention of enlisted personnel. In view of this information, GRC recommends that OSD take the following course:

- Reevaluate the policies designed to increase emphasis given to female representation in nontraditional occupations vis-à vis policies to increase the numbers of female careerists. Short-range recruiting and retention considerations may dictate recognition of the stronger career commitments of women in traditional skills. Similar commitments to nontraditional careers will be slower in evolving.

- Determine the impact of joint spouse and family support policies on female retention by occupation. This study showed that a larger number of married females intend to terminate Army careers after the second enlistment or are at best uncertain about their career intentions. It is realistic to examine DOD policy regarding the retention of women with children. Particular attention should be directed at those career fields where retention is most likely. Policy should be reexamined for possibilities of improved support in occupations where retention is a problem. One possible issue would be improved child-care facilities or unit support for informal child-care networks supporting absence during field exercises.

- Evaluate the importance of reclassified enlisted across the services as an important subgroup for retention analysis. The study showed that reclassified Army personnel are an important subgroup in the enlisted manpower pool. These individuals are of higher quality than the general population and are potentially more desirable to be retained as career personnel.

- Determine the cost benefit of retraining soldiers into occupations where they are likely to be retained by the Army. Data presented above indicate that retraining into certain occupations may encourage the attrition of soldiers who might otherwise have stayed in the Army. The actual costs in retraining and attrition can be estimated across occupational specialties.

- Examine promotion policies which encourage reclassification to occupations experiencing shortages. Males in the study appeared willing to accept less satisfying jobs in order to maximize promotion potential. The same behavior was true of some women. The reclassification process could be better organized to take advantage of this phenomenon.

The research reported here emphasizes the importance of male-female comparisons for understanding military organizational behavior. A clear manpower program for female utilization and retention can not be developed without these comparisons.

BIBLIOGRAPHY

Anscombe, F. J., and J. W. Tukey, "The Examination and Analysis of Residuals," Technometrics 5, No. 2, May 1963.

Blauner, Robert, Alienation and Freedom, University of Chicago Press, Chicago, Illinois, 1964.

_____, "Work Satisfaction and Industrial Trends on Modern Society," In Labor and Trade Unionism, eds. Walter Golenson and Seymour M. Lipset, Wiley and Sons, Inc., New York, New York, 1960.

Bleda, Paul R., George Gitter, and Ralph B. D'Agostino, Perceptions of Leader Attributes and Satisfaction with Military Life, Army Project 2Q161101B74B, US Army Research Institute for Behavioral and Social Sciences, Alexandria, Virginia, August 1978.

Box, G. E. P., "Non-Normality and Tests on Variance," Biometrika, Volume 40, 1953.

Brown, R. K., et al., "Leisure in Work: The Occupational Culture of Shipbuilding Workers," In Leisure and Society in Britian, M. A. Smith, et al., eds., Allen Lane, London, England, 1973.

Coser, Rose L., and George Rokoff, "Women in the Occupational World: Social Disruption and Conflict," Social Problems, No. 18, Spring 1975.

Dahrendorf, Rolf, Class and Class Conflict in Industrial Society, Routledge and Kegan Paul, London, England, 1959.

Deaux, K., and T. Emsiviller, "Explanation of Successful Performance on Sex-Linked Tasks; What's Skill for the Male is Luck for the Female," Journal of Personality and Social Psychology, 1974.

Department of the Army, Enlisted Career Management Fields and Military Occupational Specialties, Army Regulations, AR-611-201, DOA, Washington, D.C., October 1973.

Dunn, O. J., and V. A. Clark, Applied Statistics: Analysis of Variance and Regression, Wiley and Sons, Inc., New York, 1974.

Francis, I., "A Comparison of Several Analysis of Variance Programs," Journal of the American Statistical Association, 68, No. 344, December 1973.

Hensdale, K., B. Collier, and J.D. Johnson, Navy Enlisted Women in Traditional and Non-Traditional Jobs, N00014-77-C-0625, Office of Naval Research, Arlington, Virginia, August 1978.

Iverson, Gudmund R., and Helmut Norpoth, Analysis of Variance, Sage Publications, Inc., Beverly Hills, California, 1976.

Kane, John E., Women in Non-Traditional Assignments: A Case Study of Navy Tugs, Paper Presented at the Western Psychological Association 57th Annual Convention, April 1977.

Kantor, J. E., et al., Air Force Technical Attitude Study: Development and Validation of the Technical Training Student Summary, AFHRL-TR-77-27 (1), Personnel Research Division, Air Force Human Resources Laboratory, Brooks Air Force Base, Texas, 1977.

Kerlinger, Fred N., Foundations of Behavioral Research, Holt, Rinehart, & Winston, New York, 1973.

Likert, R., "A Technique for the Measurement of Attitudes," Archives of Psychology, No. 140, 1932.

Little, R. W., Handbook of Military Institution, Sage Publications, Inc. Beverly Hills, California, 1961.

Moskos, C. C., Jr., "From Institution to Occupation," Armed Forces and Society 4, Fall.

Office of the Deputy Chief of Staff for Personnel, (Department of the Army), Women In the Army Reserve Components Review, DOA, Washington, D.C., March 1978.

Phillips, Maj. Dean, "Migration of the Enlisted Force," In Women in the Army Reserve Component Review, Deputy Chief of Staff for Personnel, Washington, D.C., March 1978.

Scheffe, H., The Analysis of Variance, Wiley and Sons, Inc., New York, 1959.

Segal, D. R., "Convergence, Commitment, and Military Compensation," Paper presented at the 70th Annual Meeting, American Sociological Association, San Francisco, California, August 25-29, 1975.

Taylor, J. C. and D. G. Bowers, Survey of Organizations: A Machine-Scored Standardized Questionnaire Instrument, Institute of Social Research, 1972.

Webster, Evelyn G. and Richard F. Booth, "A Sex Comparison of Factors Related to Success in Naval Hospital Corps School," Personnel Psychology, Vol. 31, 1978.

Wood, Sara Loeb, Let the Army Make a Man of You: A Cultural and Situational Analysis of Women Entering Combat Support Occupations. Unpublished Doctoral Dissertation, 1978.

APPENDIX A

ENLISTED MOS STRUCTURE AND CAREER MANAGEMENT FIELDS

APPENDIX A

ENLISTED MOS STRUCTURE AND CAREER MANAGEMENT FIELDS[1]

Effective 1 March 1978

Career Management Fields	30	Reporting Codes	4
Career Management Subfields	60		
MOS	345*		

* *Note:* This total includes MOS 00Z, Command Sergeant Major (chap 1, para 1-10).

USE OF PHASE I AND PHASE II CODES

(Phase I effective 1 January 1974)
(Phase II effective at later date)

CMF Code:	2 Digits to left of CMF Title.	Authorized in Phase I.
Subfield Code:	3 Digits to left of Subfield Title.	Authorized in Phase II.
Current MOS Code:	3 Digits to left of MOS Title.	Authorized in Phase I.
Phase II MOS Code:	4 digits in parenthesis to right of MOS Title.	Authorized in Phase II.

[1] Department of the Army, Enlisted Career Management Fields and Military Occupational Specialties, Army Regulations, AR-611-201, DOA, Washington, D.C., October 1973.

MOS LISTING

		Highest Grade Auth
11	INFANTRY CAREER MANAGEMENT FIELD	
11B	Infantryman (110B)	9
11C	Indirect Fire Infantryman (110C)	7
11H	Heavy Antiarmor Weapons Crewman (110D)	7
12	COMBAT ENGINEERING CAREER MANAGEMENT FIELD	
12B	Combat Engineer (120B)	7
12C	Bridge Crewman (120C)	7
12E	Atomic Demolition Munitions Specialist (120D)	7
12Z	Combat Engineering Senior Sergeant (120E)	9
13	FIELD ARTILLERY CAREER MANAGEMENT FIELD	
130	FA SENIOR SERGEANT SUBFIELD	
13W	FA Target Acquisition Senior Sergeant (130W)	8
13Y	Cannon Missile Senior Sergeant (130Y)	8
13Z	FA Senior Sergeant (130Z)	9
131	FA CANNON/MISSILE SUBFIELD	
13B	Cannon Crewman (131B)	7
15E	PERSHING Missile Crewman (131C)	7
15B	SERGEANT Missile Crewman (131D)	6
15D	LANCE Missile Crewman (131E)	7
15F	HONEST JOHN Rocket Crewman (131F)	6
132	FA TARGET ACQUISITION OPERATIONS SUBFIELD	
17B	FA Radar Crewman (132B)	7
17C	FA Target Acquisition Specialist (132C)	7
82C	FA Surveyor (132E)	7
93F	FA Meteorological Crewman (132F)	7
133	FA FIRE DIRECTION/FIRE SUPPORT SUBFIELD	
13E	Cannon Fire Direction Specialist (133B)	7
13F	Fire Support Specialist (133C)	7
15J	LANCE/HONEST JOHN Operations/Fire Direction Specialist (133D)	7
16	AIR DEFENSE ARTILLERY (ADA) CAREER MANAGEMENT FIELD	
160	ADA GENERAL SUBFIELD	
16Z	ADA Senior Sergeant (160Z)	9
161	ADA MISSILE AND GUN OPERATIONS SUBFIELD	
16B	HERCULES Missile Crewman (161B)	7
16C	HERCULES Fire Control Crewman (161C)	6
16D	HAWK Missile Crewman (161D)	7
16E	HAWK Fire Control Crewman (161E)	6
16P	ADA Short Range Missile Crewman (161F)	6
16R	ADA Short Range Gunnery Crewman (161G)	7
16F	Light ADA Crewman (Reserve Forces) (161H)	7
162	ADA OPERATIONS AND INTELLIGENCE SUBFIELD	
16H	ADA Operations and Intelligence Assistant (162B)	7
16J	Defense Acquisition Radar Operator (162C)	6
*19	ARMOR CAREER MANAGEMENT FIELD	
19D	Cavalry Scout (190B)	7
19E	M48-M60A1A3 Armor Crewman (190C)	7
19F	Tank Driver (190D)	5
19G	Armor Reconnaissance Vehicle Crewman (190E)	6
19H	Armor Reconnaissance Vehicle Driver (190F)	5
19J	M60A2 Armor Crewman (190G)	7
19Z	Armor Senior Sergeant (190H)	9
23	AIR DEFENSE MISSILE MAINTENANCE CAREER MANAGEMENT FIELD	
231	NIKE MISSILE SYSTEM REPAIR SUBFIELD	
22L	NIKE Test Equipment Repairer (231C)	6
22N	NIKE-HERCULES Missile Launcher Repairer (231D)	6
	NIKE Track Radar Repairer (231E)	
23U	NIKE High Power Radar-Simulator Repairer (231F)	6
26H	Air Defense Radar Repairer (231G)	6
23W	NIKE Maintenance Chief (231H)	9
232	NIKE MISSILE SYSTEM MECHANICS SUBFIELD	
24Q	NIKE HERCULES Fire Control Mechanic (232B)	7
24U	HERCULES Electronics Mechanic (232C)	7
24P	Defense Acquisition Radar Mechanic (232D)	7
233	HAWK MISSILE SYSTEM REPAIR SUBFIELD	
22K	HAWK Missile-Launcher Repairer (233B)	6
23Q	HAWK Fire Control Repairer (233C)	6
23S	HAWK Pulse Radar Repairer	
23T	HAWK CW Radar Repairer (233E)	6
23V	HAWK Maintenance Chief (233F)	8
234	HAWK MISSILE SYSTEM MECHANICS SUBFIELD	
24B	HAWK CW Radar Mechanic (234B)	7
24D	HAWK Missile-Launcher Mechanic (234C)	7
24F	HAWK Fire Control Mechanic (234D)	7
235	IMPROVED HAWK (IH) MISSILE SYSTEM MECHANICS SUBFIELD	
24C	IH Firing Section Mechanic (235B)	7
24E	IH Fire Control Mechanic (235C)	7
24G	IH Information Coordinator Central Mechanic (235D)	7
236	IMPROVED HAWK (IH) MISSILE SYSTEM REPAIR SUBFIELD	
24H	IH Fire Control Repairer (236B)	6
24J	IH Pulse Radar Repairer (236C)	6
24K	IH CW Radar Repairer (236D)	6
24L	IH Launcher and Mechanical Systems Repairer (236E)	6
24V	IH Maintenance Chief (236F)	9
237	FIRE DISTRIBUTION SYSTEMS REPAIR SUBFIELD	
25J	Operations Central Repairer (237E)	7
25K	AN/TSQ-51 System Repairer/Maintenance Chief (237F)	8
25L	AN/TSQ-73 ADA Command Control System Operator-Repairer	7
27	BALLISTIC LAND COMBAT MISSILE & LIGHT AIR DEFENSE WEAPONS SYSTEMS MAINTENANCE CAREER MANAGEMENT FIELD	
270	BALLISTIC/LAND COMBAT MISSILE & LIGHT AIR DEFENSE WEAPONS SYSTEMS MAINTENANCE GENERAL SUBFIELD	
27Z	Ballistic/Land Combat/Light Air Defense Systems Maintenance Chief (270B)	9
271	BALLISTIC/LAND COMBAT SYSTEMS MAINTENANCE SUBFIELD	
21G	PERSHING Electronic Materiel Specialist (271B)	6
46N	PERSHING Electrical-Mechanical Repairer (271C)	6
21L	PERSHING Electronics Repairer (271D)	8
27E	TOW/DRAGON Repairer (271E)	6
27H	SHILLELAGH Repairer (271F)	6
27B	LCSS Test Specialist/LANCE Repairer (271G)	7
272	LIGHT AIR DEFENSE SYSTEMS MAINTENANCE SUBFIELD	
27G	CHAPARRAL/REDEYE Repairer (272B)	7
27F	VULCAN Repairer (272C)	6
24M	VULCAN/FARR System Mechanic (272D)	7
24N	CHAPARRAL System Mechanic (272E)	7
28	AVIATION COMMUNICATIONS-ELECTRONICS CAREER MANAGEMENT FIELD	
26D	Ground Control Approach Radar Repairer (280B)	6
26E	Aerial Surveillance Sensor Repairer (280C)	6
26K	Aerial Electronic Warning/Defense Equipment Repairer (280D)	6
26M	Aerial Surveillance Radar Repairer (Reserve Forces) (280E)	6
26N	Aerial Surveillance Infrared Repairer (Reserve Forces) (280F)	5
41G	Aerial Surveillance Photographic Equipment Repairer (Reserve Forces) (280G)	5
35P	AVIONIC Equipment Maintenance Supervisor (280H)	9
35K	AVIONIC Mechanic (280J)	5
35L	AVIONIC Communications Equipment Repairer (280K)	5
35M	AVIONIC Navigation and Flight Control Equipment Repairer (280L)	5
35R	AVIONIC Spectal Equipment Repairer (280M)	5
*29	COMMUNICATIONS-ELECTRONICS MAINTENANCE CAREER MANAGEMENT FIELD	
31T	Field Systems COMSEC Repairer (290B)	5
31S	Field General COMSEC Repairer (290C)	7
35B	Electronic Instument Repairer (290D)	7
35H	Calibration Specialist (290E)	7
36H	Dial/Manual Central Office Repairer (290F)	7
31E	Field Radio Repairer (290G)	6
31J	Teletypewriter Repairer (290H)	6
32H	Fixed Station Radio Repairer (290J)	6
32Z	Communications-Electronics Maintenance Chief (290K)	9
35E	Special Electrical Devices Repairer (290L)	6

MOS LISTING (Cont.)

		Highest Grade Auth
	36L Electronic Switching Systems Repairer (290M)	6
	26C Combat Area Surveillance Radar Repairer (290N)	6
	26B Weapons Support Radar Repairer (290P)	5
	26L Tactical Microwave Systems Repairer (290Q)	7
	26V Strategic Microwave Systems Repairer (290R)	7
	26Y Satellite Communications Ground Station Equipment Repairer (290S)	7
	32F Fixed Ciphony Repairer (290T)	7
	32G Fixed Cryptographic Equipment Repairer (290U)	6
*31	COMMUNICATIONS-ELECTRONICS OPERATIONS CAREER MANAGEMENT FIELD	
	05B Radio Operator (310B)	5
	36K Tactical Wire Operations Specialist (310C)	5
	31V Tactical Communications Systems/Operator/Mechanic (310D)	8
	72G Data Communications Switching Center Specialist (310E)	8
	36C Wire Systems Installer/Operator (310F)	8
	05C Radio Teletype Operator (310G)	6
	36E Cable Splicer (310H)	6
	31Z Communications-Electronics Operations Chief (310J)	9
	26R Strategic Satellite/Microwave Systems Operator (310K)	6
	31M Multichannel Communications Equipment Operator (310L)	6
	31N Tactical Circuit Controller (310M)	6
	26Q Tactical Microware/Satellite Systems Operator (310N)	7
	32D Station Technical Controller (310P)	7
	36D Antenna Installer Specialist (310Q)	7
	72E Telecommunications Center Operator (310R)	7
	72H Central Office Operations Operator (310S)	7
33	EW INTERCEPT SYSTEMS MAINTENANCE CAREER MANAGEMENT FIELD	
	33S EW/Intercept Systems Repairer (330B)	9
51	GENERAL ENGINEERING CAREER MANAGEMENT FIELD	
	510 GENERAL ENGINEERING SUBFIELD	
	51Z General Engineering Supervisor (510B)	9
	511 TECHNICAL ENGINEERING SUBFIELD	
	51G Materials Quality Specialist (511B)	5
	52B Construction Surveyor (511C)	5
	51T Technical Engineering Supervisor (511D)	7
	81B Technical Drafting Specialist (811E)	5
	512 UTILITIES ENGINEERING SUBFIELD	
	52E Prime Power Production Specialist (512B)	7
	51R Electrician (512C)	6
	51P Utilities Engineering Supervisor (512D)	-
	51N Water Treatment & Plumbing Specialist (512E)	6

		Highest Grade Auth
	513 FIRE PROTECTION SUBFIELD	
	51M Firefighter (513B)	7
	514 CONSTRUCTION ENGINEERING SUBFIELD	
	51B Carpentry & Masonry Specialist (514B)	5
	51H Construction Engineering Supervisor (514C)	7
	51C Structures Specialist (514D)	5
	00B Diver (514E)	7
	515 CONSTRUCTION EQUIPMENT OPERATION SUBFIELD	
	62G Quarrying Specialist (515B)	6
	62H Concrete & Asphalt Equipment Operator (515C)	6
	62J General Constuction Equipment Operator (515D)	5
	62N Construction Equipment Supervisor (515E)	7
	62E Heavy Construction Equipment Operator (515F)	5
	62F Lifting & Loading Equipment Operator (515G)	5
	516 INDUSTRIAL GAS PRODUCTION SUBFIELD	
	53B Industrial Gas Production Specialist (Reserve Forces) (516B)	7
54	CHEMICAL CAREER MANAGEMENT FIELD	
	54C Smoke and Flame Specialist (Reserve Forces) (540B)	5
	54E Chemical Operations Specialist (540C)	9
	92D Chemical Laboratory Specialist (540D)	6
55	AMMUNITION CAREER MANAGEMENT FIELD	
	55B Ammunition Specialist (550B)	7
	55D Explosive ORDNANCE Disposal Specialist (550C)	9
	55X Ammunition Inspector (550E)	7
	55Z Ammunition Foreman (550F)	9
	55G Nuclear Weapons Maintenance Specialist (550G)	7
	35F Nuclear Weapons Electronics Specialist (550H)	5
63	MECHANICAL MAINTENANCE CAREER MANAGEMENT FIELD	
	631 PRECISION DEVICES SUBFIELD	
	41J Office Machine Repairman (631B)	7
	632 METALWORKING SUBFIELD	
	44B Metal Worker (632B)	7
	44E Machinist (632C)	6
	633 MACHINERY MAINTENANCE SUBFIELD	
	*63B Power Generation and Wheel Vehicle Mechanic (633B)	6
	63C Track Vehicle Mechanic (633C)	7
	63D Recovery Specialist (633D)	6
	*63E Utilities Equipment Repairer (633E)	6
	*62B Construction Equipment Repairer (633F)	7
	*62D Power Generation Equipment Repairer (633G)	6
	63G Fuel and Electrical Systems Repairman (633H)	5
	63H Automotive Repairman (633J)	7
	63J Quartermaster Equipment Repairman (633K)	6
	54D Chemical Equipment Repairman (633L)	5
	63Z Mechanical Maintenance Supervisor (633M)	9

		Highest Grade Auth
	634 ARMAMENT MAINTENANCE SUBFIELD	
	45B Small Arms Repairman (634B)	6
	45L Artillery Repairman (634C)	6
	45K Tank Turret Repairman (634D)	6
	45Z Armament Maintenance Foreman (634E)	7
	45N Tank Turret Mechanic (634F)	5
	45P SHERIDAN Turret Mechanic (634G)	5
	45R Missile Tank Turret Mechanic (634H)	5
	41C Fire Control Instrument Repairman (634J)	7
	34G Fire Control Computer Repairman (634K)	6
64	TRANSPORTATION CAREER MANAGEMENT FIELD	
	641 SURFACE OPERATIONS SUBFIELD	
	64C Motor Transport Operator (641B)	7
	71N Traffic Management Coordinator (641C)	7
	57H Terminal Operations Coordinator (641D)	7
	84Z Transportation Senior Sergeant (641E)	9
	642 MARINE OPERATIONS SUBFIELD	
	61B Watercraft Operator (642B)	7
	61C Watercraft Engineer (642C)	7
	61F Marine Hull Repairman (642D)	7
	61Z Marine Senior Sergeant (642E)	9
	643 RAILWAY OPERATIONS SUBFIELD (RESERVE FORCES MOS)	
	65B Locomotive Repairman (643B)	7
	65F Locomotive Electrician (643C)	6
	65D Railway Car Repairman (643D)	7
	65E Airbrake Repairman (643E)	5
	65G Railway Section Repairman (643F)	7
	65H Locomotive Operator (643G)	7
	65J Trainman (643H)	7
	65K Railway Movement Coordinator (643J)	7
	65Z Railway Senior Sergeant (643K)	9
*644	AIR OPERATIONS SUBFIELD	
	71P Flight Operations Coordinator (644B)	9
	93E Meteorological Observer (644C)	8
	93H ATC Tower Operator (644D)	7
	93J ATC Radar Controller (644E)	9
67	AVIATION MAINTENANCE CAREER MANAGEMENT FIELD	
	671 AIRCRAFT MAINTENANCE SUBFIELD	
	67G Airplane Repairer (671B)	6
	67N Utility Helicopter Repairer (671C)	6
	67U Medium Helicopter Repairer (671D)	6
	67V Observation Scout Helicopter Repairer (671E)	6
	67W Observation Scout Helicopter Repairer (671E)	7
	67X Heavy Lift Helicopter Repairer (671G)	6
	67Y Attack Helicopter Repairer (671H)	6
	67Z Aircraft Maintenance Senior Sergeant (671J)	9
	672 AIRCRAFT COMPONENT REPAIR SUBFIELD	
	68B Aircraft Powerplant Repairer (672B)	6
	68D Aircraft Powertrain Repairer (672C)	6
	68F Aircraft Electrician (672D)	6
	68G Aircraft Structural Repairer (672E)	6

		Highest Grade Auth
	68H Aircraft Pneudraulics Repairer (672F)	6
	68J Helicopter Missile Systems Repairer (672G)	6
	68K Aircraft Component Repair Supervisor (672H)	7
	68M Helicopter Weapon Systems Repairer (672J)	6
71	ADMINISTRATION CAREER MANAGEMENT FIELD	
*711	ADMINISTRATION SUBFIELD	
	00J Club Manager (711B)	9
	00U Equal Opportunity NCO (711C)	9
	03C Physical Activities Specialist (711D)	7
	71C Stenographer (711E)	6
	71L Administrative Specialist (711F)	9
	71M Chapel Activities Specialist (711G)	9
712	PERSONNEL SUBFIELD	
	75B Personnel Administration Specialist (712B)	5
	75C Personnel Management Specialist (712C)	5
	75D Personnel Records Specialist (712D)	5
	75E Personnel Actions Specialist (712E)	5
	75Z Personnel Senior Sergeant (712F)	9
713	FINANCE SUBFIELD	
	73C Finance Specialist (713B)	7
	73D Accounting Specialist (713C)	7
	73Z Finance Senior Sergeant (713D)	9
714	LEGAL SUBFIELD	
	71D Legal Clerk (714B)	9
	71E Court Reporter (714C)	9
74	AUTOMATIC DATA PROCESSING CAREER MANAGEMENT FIELD	
741	DATA PROCESSING EQUIPMENT OPERATIONS SUBFIELD	
	74B Card and Tape Writer (741B)	5
	74D Computer Machine Operator (741C)	7
	74F Programmer Analyst (741D)	7
	74Z Data Processing NCO (741E)	9
742	DATA PROCESSING EQUIPMENT MAINTENANCE SUBFIELD	
	34B Tabulating Equipment Repairman (742B)	7
	34E NCR 500 Computer Repairman (742C)	7
	34F DSTE Repairman (742D)	7
	34J UNIVAC 1004/1005 DCT 9000 System Repairman (742E)	7
	34K IBM 360 Repairman (742F)	7
	34H ADMSE Repairer (742H)	7
	34Z ADPS Maintenance Supervisor (742K)	9
76	SUPPLY AND SERVICE CAREER MANAGEMENT FIELD	
*760	SUPPLY GENERAL SUBFIELD	
	76Z Senior Supply Specialist (760B)	9
*761	SUPPLY SUBFIELD	
	76J Medical Supply Specialist (761B)	8
	76D Materiel Supply Specialist (761C)	7
	76P Stock Control Specialist (761D)	7
	76V Storage Specialist (761E)	7
	76X Subsistence Supply Specialist (761F)	7
	76Y Unit Supply Specialist (761G)	7
762	SERVICE SUBFIELD	
	42E Parachute Rigger (762B)	6
	57F Graves Registration Specialist (762C)	6
	57E Laundry and Bath Specialist (762D)	8
	[illegible] Repair Specialist (762E)	7
*79	RECRUITMENT AND RETENTION CAREER MANAGEMENT FIELD	
	79D Career Counselor (790B)	9
	00E Recruiter (790C)	9
81	TOPOGRAPHIC ENGINEERING CAREER MANAGEMENT FIELD	
810	TOPOGRAPHIC ENGINEERING-GENERAL SUBFIELD	
	81Z Topographic Engineering Supervisor (810B)	
811	CARTOGRAPHY SUBFIELD	
	81C Cartographer (811B)	7
812	SURVEYING SUBFIELD	
	41B Topographic Instrument Repair Specialist (812B)	5
	82D Topographic Surveyor (812C)	7
813	PHOTOLITHOGRAPHER SUBFIELD	
	83F Photolithographer (813B)	7
	83E Photo and Layout Specialist (813C)	5
	41K Reproduction Equipment Repair Specialist (813D)	5
84	PUBLIC AFFAIRS AND AUDIO-VISUAL CAREER MANAGEMENT FIELD	
	81E Illustrator (840B)	6
	84C MOPIC Specialist (840C)	5
	84B Still Photo Specialist (840D)	7
	71Q Journalist (840E)	7
	71R Broadcast Journalist (840F)	7
	84F Audio/TV Specialist (840G)	6
	26T Radio/TV Systems Technician (840H)	6
	41E Audio-Visual Equipment Repairman (840J)	5
	84T TV Radio Broadcast Operations Chief (840K)	7
	84Z Public Affairs/Audio-Visual Chief (840L)	8
91	MEDICAL CAREER MANAGEMENT FIELD	
911	DENTAL SUBFIELD	
	42D Dental Laboratory Specialist (911B)	7
	91E Dental Specialist (911C)	9
912	PATIENT CARE SUBFIELD	
	91C Clinical Specialist (912B)	9
	91D Operating Room Specialist (912C)	7
	91F Psychiatric Specialist (912D)	7
	91G Behavioral Science Specialist (912E)	7
	91H Orthopedic Specialist (912F)	7
	42C Orthotic Specialist (912G)	7
	91B Medical Specialist (912H)	9
	91J Physical Therapy Specialist (912J)	7
	91L Occupational Therapy Specialist (912K)	7
	91N Cardiac Specialist (912L)	7
	91U ENT Specialist (912M)	7
	91Y Eye Specialist (912N)	7
	91V Respiratory Specialist (912P)	7
	91W Nuclear Medicine Specialist (912Q)	7
	91P X-Ray Specialist (912R)	7
	91Q Pharmacy Specialist (912S)	7
913	HEALTH SERVICES SUBFIELD	
	92B Medical Laboratory Specialist (913B)	9
	*01H Biological Sciences Assistant (913C)	6
	91S Environmental Health Specialist (913D)	7
	91T Animal Specialist (913E)	7
	91R Veterinary Specialist (913F)	9
	42E Optical Laboratory Specialist (913G)	9

		Highest Grade Auth
914	MEDICAL SUPPORT SUBFIELD	
	71G Patient Administration Specialist (914B)	8
*915	BIOMEDICAL EQUIPMENT REPAIR SUBFIELD	
	35S Electronic Biomedical Equipment Repairer (915B)	6
	35G Biomedical Equipment Repairer (915C)	5
	35T X-Ray Biomedical Equipment Repairer (915D)	6
	35U Biomedical Equipment Maintenance Chief (915E)	8
92	PETROLEUM CAREER MANAGEMENT FIELD	
	76W Petroleum Supply Specialist (920B)	9
	92C Petroleum Laboratory Specialist (920C)	7
94	FOOD SERVICE CAREER MANAGEMENT FIELD	
	94B Food Service Specialist (940B)	9
	94F Hospital Food Service Specialist (940C)	7
95	LAW ENFORCEMENT CAREER MANAGEMENT FIELD	
	95B Military Police (950B)	9
	95C Correctional Specialist (950C)	8
	95D Assistant Special Agent (950D)	7
96	MILITARY INTELLIGENCE CAREER MANAGEMENT FIELD	
960	GENERAL TACTICAL INTELLIGENCE SUBFIELD	
	96Z Intelligence Senior Sergeant (960Z)	9
961	TECHNICAL INTELLIGENCE PRODUCTION SUBFIELD	
	97C Area Intelligence Specialist (961B)	8
	97B Counterintelligence Agent (961C)	9
962	TECHNICAL INTELLIGENCE PRODUCTION SUBFIELD	
	96C Interrogator (962B)	7
	96B Intelligence Analyst (962C)	8
	96D Image Interpreter (962D)	8
963	TACTICAL INTELLIGENCE SURVEILLANCE SUBFIELD	
	96H Aerial Sensor Specialist (OV-1D) (963B)	7
	17L Aerial Sensor Specialist (OV-1B/C) (963C)	7
	17K Ground Surveillance Radar Crewman (963D)	8
	17M Unattended Ground Sensor Specialist (963E)	6
97	BAND CAREER MANAGEMENT FIELD	
971	BRASS SUBFIELD	
	02B Cornet or Trumpet Plyer (971B)	6
	02C Baritone or Euphonium Player (971C)	6
	02D French Horn Player (971D)	6
	02E Trombone Player (971E)	6
	02F Tuba Player (971F)	6
	02P Brass Group Leader (971G)	7
972	WOODWIND SUBFIELD	
	02G Flute or Piccolo Player (972B)	6
	02H Oboe Player (972C)	6
	02J Clarinet Player (972D)	6
	02K Bassoon Player (972E)	6
	02L Saxophone Player (972F)	6
	02Q Woodwind Group Leader (972G)	7
973	PERCUSSION SUBFIELD	
	02M Percussion Player (973B)	6
	02N Piano Player (973C)	6
	02T Guitar Player (973D)	6
	02R Percussion Group Leader (973E)	7
974	BAND LEADERSHIP SUBFIELD	
	02Z Enlisted Band Leader (974Z)	9
975	SPECIAL BAND SUBFIELD	
	02S Special Bandperson (975B)	9
98	EW/CRYPTOLOGIC OPERATIONS CAREER MANAGEMENT FIELD	
	98G EW/SIGINT Voice Interceptor (980B)	8
	98C EW/SIGINT Analyst (980C)	7
	98J EW/SIGINT Non-Comm Interceptor (980D)	7
	98Z EW/SIGINT Chief (980E)	9
	05H EW/SIGINT Morse Interceptor (980F)	7
	05D EW/SIGINT Emitter Identifier Locator (980G)	6
	05K EW/SIGINT Non-Morse Interceptor (980H)	7
	05G SIGSEC Analyst (980J)	9
09	REPORTING CODES AND SPECIAL DUTY ASSIGNMENT	
	00D Special Duty Assignment	
	09B Trainee (009B)	
	09D College Trainee (009D)	
	09S Commissioned Officer Candidate (009S)	
	09W Warrant Officer Candidate (009W)	

APPENDIX B

OCCUPATIONAL CHANGE SURVEY DATA

OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, D. C. 20301

MANPOWER,
RESERVE AFFAIRS
AND LOGISTICS

March 23, 1979

MEMORANDUM FOR Individuals Selected for the Occupational Change Survey

SUBJECT: Occupational Change Survey

The Office of the Assistant Secretary of Defense (MRA&L) is conducting a study to determine why enlisted personnel change their occupations. Your name appeared on a list of individuals requesting a MOS change in FY 1978. This list includes those who actually accomplished the MOS change and those who did not. If you did not change MOS during that period, your reasons for wanting the change are also important.

You are requested to carefully read the enclosed questionnaire and complete it within 3 days of receipt. Please return it in the enclosed self-addressed envelope.

Your participation in this project and a timely response is vital to its completion. The information provided will help the Department of Defense better understand the career contentions and job attitudes of enlisted personnel.

Richard W. Hunter
Director
Manpower Program Analysis

Enclosure

OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, D. C. 20301

MANPOWER,
RESERVE AFFAIRS
AND LOGISTICS

9 APR 1979

MEMORANDUM FOR INDIVIDUALS SELECTED FOR THE OCCUPATIONAL CHANGE SURVEY

SUBJECT: Occupational Change Survey

The Office of the Assistant Secretary of Defense (MRA&L) is conducting a study to determine why personnel change their occupation. Your name appeared on a list of individuals requesting an MOS change in FY 1978. Consequently, a questionnaire was mailed to you for your response to be completed and returned within three days of receipt.

If you have completed and returned the questionnaire to General Research Corporation, we would like to thank you for your assistance in the project. If you have not completed the questionnaire, would you please do so as soon as possible and return it to GRC. Your response is much needed and will be greatly appreciated by the Department of Defense in completing this vital study.

Richard W. Hunter
Director
Manpower Program Analysis

OCCUPATIONAL CHANGE QUESTIONNAIRE

General Directions:

This questionnaire is designed to assess your feelings and attitudes about various aspects of your job and MOS. You will find that it consists of three sections. THE FIRST TWO SECTIONS OF QUESTIONS ARE PRECEDED BY SPECIFIC INSTRUCTIONS FOR COMPLETION. The third set of questions are self-explanatory. You are asked to read and follow these instructions carefully.

Your responses to this study will be kept absolutely confidential and will be used solely for research purposes. All questionnaires will be processed by the contractor (General Research Corporation) who is assisting the Department of Defense, and no specific information on any individual respondent will be released. Your candid answers will increase the value of the research and help the Department of Defense understand enlisted personnel.

Date: ____ ____ ____

BACKGROUND DATA

INSTRUCTIONS: Please answer the following questions about yourself by filling in the blank or circling the appropriate answer.

1. Your Age: ____

2. Your Gender: a. Male b. Female

3. Highest level of Education:

   a. Less than high school
   b. High school diploma
   c. GED
   d. Some college
   e. Degree from junior college
   f. College degree

4. How much of your education was acquired in the Army: ____ ____ ____

5. What is your current Marital Status:

   a. Single (never married)
   b. Married
   c. Separated
   d. Divorced
   e. Widowed

6. Were you married when you enlisted: a. Yes b. No

7. If now married, what year were you married: ___ ___ ___ ___ ___

8. Number of children living with you: ____ ____ ___ ___ ___ ___

9. Number of children not living with you: ____ ____ ___ ___ ___

10. Spouse's employment:
    a. Not employed outside the home
    b. Part-time civilian employment
    c. Full-time civilian employment
    d. Full-time member of the military
    e. Other: ____ ____ ____ ____ ____ ____

11. Was spouse in the military if now a civilian: a. Yes b. No

12. If spouse is/was in the military, what is/was the rank: ____ ____ __

13. If spouse is/was in the military, what is/was the MOS/Specialty:
    ____ ____ ____ ____ ____ ____ ____ ____

14. What is your MOS/Specialty: ____ ____ ____ ____ ____ ____

15. How many months have you been in your current assignment: ____ ____

16. How many permanent change of station (PCS) moves have you had since joining the Army: ____ ____ ____ ____

17. How many of these PCS moves did you request: ____ ____ ____

18. Date of entry into the Army: ____ ____ ____ ____

19. Are you now actually working in your original MOS: a. Yes b. No

20. Have you ever worked in your original MOS: a. Yes b. No

21. If you worked in your original MOS, how long: ____ ____ ____

22. Are you now working in your new MOS: a. Yes b. No

23. If the answer to 22 is no, what are you doing: ____ ____ ____ ____

24. Approximately how many hours a week do you work: ____ ____ ____ ____

25. Does your current job require that you go to the field:
a. Yes b. No

26. Did your last job in your old MOS require that you go to the field:
a. Yes b. No

27. Does your current job require shift work: a. Yes b. No

28. Did your last job in your old MOS require shift work: a. Yes b. No

29. If your work conflicted with your personal or family life, what would you do?

1. Seek reassignment
2. Seek an occupational change that provided more stable assignments
3. Leave the military
4. Change your personal life

30. Which of the following best describes your career intentions in the military over the long run?

1. I intend to make the Army a career over a twenty-year period or more
2. I intend to stay in the Army until the end of this enlistment
3. I intend to stay in the Army only to receive training for a job in the civilian work force
4. I intend to stay in the military as long as it does not interfere with other important issues in my life
5. I intend to stay in the Army until I have a family
6. I am uncertain about my career intentions

Duty MOS/Specialty is _____

INSTRUCTIONS

Below are a series of statements about work. You are first to evaluate your job in your current MOS/ Specialty and determine how the statements apply to your current situation. Please indicate by circling the appropriate number next to the statement how much you agree or disagree. In the next series of columns you are to think back on your last job in your old MOS and evaluate it in the same way. If you did not actually change MOS, answer questions under current MOS only. It is important that you give your honest opinion and circle the number under the statement that best describes your opinion.

	Current MOS				Old MOS			
	Strongly Agree	Agree	Disagree	Strongly Disagree	Strongly Agree	Agree	Disagree	Strongly Disagree
1. My job requires that I keep learning new things	1	2	3	4	1	2	3	4
2. My supervisor always makes sure that I know what has to be done	1	2	3	4	1	2	3	4
3. I would encourage my friends to work in my MOS/ Specialty	1	2	3	4	1	2	3	4
4. The skills I am using now will be very valuable in the future	1	2	3	4	1	2	3	4
5. Most of my personal friendships are at work	1	2	3	4	1	2	3	4
6. I would actually prefer to be doing another job	1	2	3	4	1	2	3	4
7. It is basically my responsibility to decide how my job gets done	1	2	3	4	1	2	3	4
8. The work I do on my job is meaningless to me	1	2	3	4	1	2	3	4
9. Co-workers usually let me know when I do my job well	1	2	3	4	1	2	3	4
10. When I do my job well I expect my supervisor to notice	1	2	3	4	1	2	3	4
11. My co-workers are incompetent	1	2	3	4	1	2	3	4
12. My job has rules and regulations concerning almost everything I might do or say	1	2	3	4	1	2	3	4
13. The Army is actually as I expected it to be	1	2	3	4	1	2	3	4
14. Most of my free time is spent with people I work with	1	2	3	4	1	2	3	4
15. The people I work with are helpful in getting my job done	1	2	3	4	1	2	3	4
16. The Army offers me a chance to better my life	1	2	3	4	1	2	3	4
17. I would feel comfortable supervising my co-workers	1	2	3	4	1	2	3	4
18. I am given a chance in the Army to do the things I do best	1	2	3	4	1	2	3	4
19. The work I do interferes with my personal life	1	2	3	4	1	2	3	4
20. I enjoy taking responsibility in my job	1	2	3	4	1	2	3	4
21. I get to do a number of different things on my job	1	2	3	4	1	2	3	4

	Current MOS				Old MOS			
	Strongly Agree	Agree	Disagree	Strongly Disagree	Strongly Agree	Agree	Disagree	Strongly Disagree
22. I deserve all the credit or blame for how well I am doing my work	1	2	3	4	1	2	3	4
23. I am very satisfied with my job	1	2	3	4	1	2	3	4
24. I never seem to have enough time to get everything on my job done	1	2	3	4	1	2	3	4
25. My supervisor is friendly	1	2	3	4	1	2	3	4
26. I am often frustrated at work	1	2	3	4	1	2	3	4
27. I have to ask my supervisor before I can do anything	1	2	3	4	1	2	3	4
28. On my job I can't satisfy everyone at the same time	1	2	3	4	1	2	3	4
29. Supervisors usually let me know when I do my job well	1	2	3	4	1	2	3	4
30. The people I work with are friendly	1	2	3	4	1	2	3	4
31. My job lets me use my skills and abilities	1	2	3	4	1	2	3	4
32. Even if no one tells me, I can figure out how well I am doing my job	1	2	3	4	1	2	3	4
33. I am closely supervised	1	2	3	4	1	2	3	4
34. I am very satisfied with the Army	1	2	3	4	1	2	3	4
35. Frequent assignments away from home do not bother me	1	2	3	4	1	2	3	4
36. The Army is concerned about giving everyone a chance to get ahead	1	2	3	4	1	2	3	4
37. My supervisor is competent in doing his/her job	1	2	3	4	1	2	3	4
38. My main interest in my work is to get enough money to do the other things I want to do	1	2	3	4	1	2	3	4
39. Most of my free time is spent away from the Army (including Army housing)	1	2	3	4	1	2	3	4
40. A lot of people can be affected by how well I do my work	1	2	3	4	1	2	3	4
41. I am able to take time off from work to take care of important personal matters as easily as anyone else	1	2	3	4	1	2	3	4
42. Promotions in my unit are handled fairly	1	2	3	4	1	2	3	4
43. The most important things that happen to me involve my job	1	2	3	4	1	2	3	4
44. My supervisor is helpful to me in getting my job done	1	2	3	4	1	2	3	4
45. Good efficiency ratings depend on how well the supervisor likes you	1	2	3	4	1	2	3	4
46. Men receive preferential treatment in my unit	1	2	3	4	1	2	3	4
47. The people I work with are competent in doing their jobs	1	2	3	4	1	2	3	4

	Current MOS				Old MOS			
	Strongly Agree	Agree	Disagree	Strongly Disagree	Strongly Agree	Agree	Disagree	Strongly Disagree
48. I am not asked to do work that is offensive to me	1	2	3	4	1	2	3	4
49. My supervisor is very concerned about the welfare of those under him/her	1	2	3	4	1	2	3	4
50. I am using all my abilities on my job	1	2	3	4	1	2	3	4
51. Any person with ability and willingness to work hard has a good chance of being successful in my MOS	1	2	3	4	1	2	3	4
52. My job skills will be very valuable if I left the Army	1	2	3	4	1	2	3	4
53. My work in the Army is exactly what I expected it to be	1	2	3	4	1	2	3	4
54. My job requires a high level of skill	1	2	3	4	1	2	3	4
55. To satisfy some people at work, I have to upset others	1	2	3	4	1	2	3	4
56. My main satisfaction in the Army comes from my work	1	2	3	4	1	2	3	4
57. My job provides a clean, pleasant work environment	1	2	3	4	1	2	3	4
58. The chances for promotion are good in my MOS	1	2	3	4	1	2	3	4
59. Women receive preferential treatment in my unit	1	2	3	4	1	2	3	4
60. I am not asked to do excessive work	1	2	3	4	1	2	3	4
61. I feel that most of the things I do on my job are meaningless	1	2	3	4	1	2	3	4

We are very interested in the reasons soldiers have for changing their occupational specialties. For that reason anything you could add about the following issues would be helpful:

1. Why you decided to change MOS_____

   _____

2. Things about the old MOS which were improved upon in the new MOS

   _____

   _____

3. Whether changing jobs makes a difference in your attitude towards the Army

   _____

   _____

4. Was parenthood a major concern in your decision to change MOS_____

   _____

   If not, would it be in the future_____

APPENDIX C

QUESTIONNAIRE CORRELATION TABLES

OCCUPATIONAL ISSUES BY SEX AND NONTRADITIONAL MOS (NEW MOS)

	Corrected χ^2	Degrees of Freedom	Significance	Cramer's V	Cases
Job Satisfaction	2.89648	2	0.2350	0.19652	75
Personal Responsibility	3.90244	2	0.1421	0.22086	80
Peer Work Relations	0.50119	2	0.7783	0.07915	80
Job Challenge	0.91765	2	0.6320	0.10452	84
Work vs. Personal Life	6.4533	2	0.0397*	0.27717	84
Off-duty Associations	0.57695	2	0.7494	0.08288	84
Future Skills	0.00000	2	1.0000	0.00000	82
Career Expectations	0.22116	2	0.8953	0.05131	84
Perception of Preferential Treatment	12.47149	2	0.0020*	0.39986	78
Supervisory Relations	0.33588	2	0.8454	0.06520	79

*Indicates significant difference.

OCCUPATIONAL ISSUES BY SEX AND OCCUPATION (NEW MOS)

	χ^2	Degrees of Freedom	Significance	Cramer's V	Cases
Job Satisfaction	15.20335	6	0.0187*	0.16360	284
Personal Responsibility	27.61623	6	0.0001*	0.21709	293
Peer Work Relations	11.49583	6	0.0742	0.14127	288
Job Challenge	15.99673	6	0.0138*	0.16356	299
Work vs. Personal Life	11.48860	6	0.0744	0.13861	299
Off-duty Associations	7.90125	6	0.2454	0.11419	303
Future Skills	10.95573	6	0.0898	0.13581	297
Career Expectations	14.02847	6	0.0293*	0.15552	290
Perception of Preferential Treatment	21.33221	6	0.0016*	0.19312	286
Supervisory Relations	9.86456	6	0.1305	0.12974	293

*Indicates significant difference.

OCCUPATIONAL ISSUES BY SEX AND TRADITIONAL MOS (NEW MOS)

	χ^2	Degrees of Freedom	Significance	Cramer's V	Cases
Job Satisfaction	2.10177	2	0.3496	0.10028	209
Personal Responsibility	4.45672	2	0.1077	0.14465	213
Peer Work Relations	4.43091	2	0.1091	0.14595	208
Job Challenge	0.57186	2	0.7513	0.05157	215
Work vs. Personal Life	1.71007	2	0.4253	0.08918	215
Off-duty Associations	6.36293	2	0.0415*	0.17045	219
Future Skills	0.70665	2	0.7023	0.05733	215
Career Expectations	1.51588	2	0.4686	0.08578	206
Perception of Preferential Treatment	6.57845	2	0.0373*	0.17784	208
Supervisory Relations	0.93229	2	0.6274	0.06600	214

*Indicates significant difference.

OCCUPATIONAL ISSUES BY OCCUPATION FOR FEMALES (NEW MOS)

	χ^2	Degrees of Freedom	Significance	Cramer's V	Cases
Job Satisfaction	0.51512	2	0.7729	0.06938	107
Personal Responsibility	8.89712	2	0.0117*	0.28312	111
Peer Work Relations	0.34521	2	0.8415	0.05654	108
Job Challenge	6.93425	2	0.0312*	0.24556	115
Work vs. Personal Life	3.30211	2	0.1918	0.16872	116
Off-duty Associations	0.69719	2	0.7057	0.07753	116
Future Skills	6.37336	2	0.0413*	0.23542	115
Career Expectations	8.52577	2	0.0141*	0.27347	114
Perception of Preferential Treatment	0.55711	2	0.7569	0.07085	111
Supervisory Relations	2.00378	2	0.3672	0.13376	112

*Indicates significant difference.

APPENDIX D

OCCUPATIONAL CHANGE SURVEY DATA

CODEBOOK

CARD 1

Variable Name	Variable Label	Column Location
V01	Card 1	1
V02	Case Identifier	2-5
V03	Gender (#2)	6
	Codes: Males = 1	
	Females = 2	
V04	Age (#1)	7
	Codes: < 20 = 1	
	21-22 = 2	
	23-25 = 3	
	26-30 = 4	
	31-35 = 5	
	36+ = 6	
V05	Education (#3)	8
	Codes: < H.S. = 1	
	H.S. Diploma = 2	
	GED Equivalent = 3	
	Some College = 4	
	Jr. College Degree = 5	
	College Degree = 6	
V06	Amount of education received in Army (#4)	9
	Codes: None = 1	
	Some = 2	

CARD 1

Variable Name	Variable Label	Column Location
V07	Marital Status (#5)	10
	Codes: Single = 1	
	Married = 2	
	Separated = 3	
	Divorced = 4	
	Widowed = 5	
V08	Were you married when you enlisted? (#6)	11
	Codes: Yes = 1	
	No = 2	
V09	If married, what year? (#7)	12
	Codes: 1 year = 1	
	2-3 years = 2	
	4-5 years = 3	
	6-10 years = 4	
	10+ = 5	
V10	Number of children living with you (#8)	13
	Codes: 0 = 1	
	1 = 2	
	2-3 = 3	
	4 = 4	
	5 = 5	
V11	Number of children not living with you (#9)	14
	Codes: 0 = 1	
	1 = 2	
	2-3 = 3	
	4 = 4	
	5 = 5	

CARD 1

Variable Name	Variable Label	Column Location
V12	Spouse's employment (#10) a. Not employed outside the home = 1 b. Part-time civilian employment = 2 c. Full-time civilian employment = 3 d. Full-time member of the military = 4 e. Other = 5	15
V13	Was spouse in the military if now a civilian (#11) Codes: Yes = 1 No = 2	16
V14	If spouse is/was in military, what rank (#12) Codes: E/SP 1-3 = 1 E/SP 4-6 = 2 E/SP 7-8 = 3 Warrant Officer = 4 01-06 = 5	17
V15	If spouse is/was in military, what was his/her MOS specialty (#13) Codes: TRAD = 1 NONTRAD = 2 Other = 3	18
V16	What is Your MOS specialty (#14) Codes: TRAD = 1 NONTRAD = 2 Other = 3	19

CARD 1

Name	Variable Label	Column Location
V17	How many months in your current assignment? (#45) Codes ≤ 12 =1 13-24 = 2 25-36 = 3 37-48 = 4 49+ = 5	20
V18	How many permanent change of station moves (PCS) have you had (#16) Codes: 1 = 1 2 = 2 3 = 3 4 = 4 5 = 5 6 = 6 7 = 7 8 = 8 None = 9	21
V19	How many of these PCS moves did you request (#17) Codes: 1 = 1 2 = 2 3 = 3 4 = 4 5 = 5 6 = 6 7 = 7 8 = 8 None = 9	22

CARD 1

Variable Name	Variable Label	Column Location
V20	Date of entry into the Army (#18) Codes: ≤ 3 = 1 4-6 = 2 7-9 = 3 10+ = 4	23
V21	Are you now actually working in your original MOS (#19) Codes: Yes = 1 No = 2	24
V22	Have you ever worked in your original MOS? (#20) Codes: Yes = 1 No = 2	25
V23	If you worked in your original MOS, how long (#21) Codes: ≤ 12 = 1 13-24 = 2 25-36 = 3 37+ = 4	26
V24	Are you now working in your old MOS? (#22) Codes: Yes = 1 No = 2	27
V25	If the answer to 22 is No, what are you doing? (#24) Codes: TRAD = 1 NONTRAD = 2 Other = 3	28

CARD 1

Variable Name	Variable Label	Column Location
V26	Approximately how many hours a week do you work? (#24) Codes: ≤ 20 = 1 ≤ 30 = 2 ≤ 40 = 3 41+ = 4	29
V27	Does your current job require that you go to the field? (#25) Codes: Yes = 1 No = 2	30
V28	Did your last job in your old MOS require that you go to the field? (#26) Codes: Yes = 1 No = 2	31
V29	Does your current job require shift work? (#27) Codes: Yes = 1 No = 2	32
V30	Did your last job in your old MOS require shift work? (#28) Codes: Yes = 1 No = 2	33
V31	If your work conflicted with your personal or....(#29) Codes: 1. Seek reassignment = 1 2. Seek an occupational change = 2 3. Leave the military = 3 4. Change your personal life = 4	34

CARD 1

Variable Name	Variable Label	Column Location
V32	Which of the following best describes your career intentions (#30) 1. 20 year career = 1 2. End of enlistment = 2 3. Receive training for civilian job = 3 4. Until it interferes = 4 5. Until I have a family = 5 6. Uncertain = 6	35
V33	DMOS Codes: TRAD = 1 NONTRAD = 2 Other = 3	36
V34	#1 Current MOS Codes: Strongly Agree = 1 Agree = 2 Disagree = 3 Strongly Disagree = 4	37
V35	#1 Old MOS Codes: Strongly Agree = 1 Agree = 2 Disagree = 3 Strongly Disagree = 4	38
V36	#2 Current MOS Codes: Strongly Agree = 1 Agree = 2 Disagree = 3 Strongly Disagree = 4	39

CARD 1

Variable Name	Variable Label	Column Location
V37	#2 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	40
V38	#3 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	41
V39	#3 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	42
V40	#4 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	43
V41	#4 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	44

CARD 1

Variable Name	Variable Label	Column Location
V42	#5 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	45
V43	#5 Old MOS Codes: Strongly agree = 1 Agrée = 2 Disagree = 3 Strongly disagree = 4	46
V44	#6 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	47
V45	#6 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	48
V46	#7 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	49
V47	# 7 Old Mos Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	50

CARD 1

Variable Name	Variable Label	Column Location
V48	#8 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	51
V49	#8 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	52
V50	#9 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	53
V51	#9 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	54
V52	#10 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	55
V53	#10 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	56

CARD 1

Variable Name	Variable Label	Column Location
V54	#11 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	57
V55	#11 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	58
V56	#12 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	59
V57	#12 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	60
V58	#13 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	61
V59	#13 Old Mos Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	62

CARD 1

Variable Name	Variable Label	Column Location
V60	#14 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	63
V61	#14 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	64
V62	#15 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	65
V63	#15 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	66
V64	#16 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	67
V65	#16 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	68

CARD 1

Variable Name	Variable Label	Column Location
V66	#17 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	69
V67	#17 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	70
V68	#18 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	71
V69	#18 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	72
V70	#19 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	73
V71	#19 Old Mos Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	74

CARD 1

Variable Name	Variable Label	Column Location
V72	#20 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	75
V73	#20 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	76
V74	#21 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	77
V75	#21 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	78

CARD 2

Variable Name	Variable Label	Column Location
V76	Card 2	1
V77	Case Identifier	2-5
V78	# 22 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	6
V79	#22 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	7
V80	#23 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	8
V81	#23 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	9

CARD 2

Variable Name	Variable Label	Column Location
V82	#24 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	10
V83	#24 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	11
V84	#25 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	12
V85	#25 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	13
V86	#26 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	14
V87	#26 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	15

CARD 2

Variable Name	Variable Label	Column Location
V88	# 27 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	16
V89	# 27 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	17
V90	# 28 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	18
V91	# 28 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	19
V92	# 29 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	20
V93	#29 Old Mos Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	21

CARD 2

Variable Name	Variable Label	Column Location
V94	# 30 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	22
V95	# 30 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	23
V96	#31 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	24
V97	#31 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	25
V98	#32 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	26
V99	#32 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	27

CARD 2

Variable Name	Variable Label	Column Location
V100	# 33 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	28
V101	# 33 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	29
V102	# 34 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	30
V103	# 34 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	31
V104	#35 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	32
V105	#35 Old Mos Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	33

CARD 2

Variable Name	Variable Label	Column Location
V106	#36 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	34
V107	#36 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	35
V108	#37 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	36
V109	#37 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	37
V110	#38 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	38
V111	#38 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	39

CARD 2

Variable Name	Variable Label	Column Location
V112	# 39 Current MOS	40
	Codes: Strongly agree = 1	
	Agree = 2	
	Disagree = 3	
	Strongly disagree = 4	
V113	# 39 Old MOS	41
	Codes: Strongly agree = 1	
	Agree = 2	
	Disagree = 3	
	Strongly disagree = 4	
V114	#40 Current MOS	42
	Codes: Strongly agree = 1	
	Agree = 2	
	Disagree = 3	
	Strongly disagree = 4	
V115	#40 Old MOS	43
	Codes: Strongly agree = 1	
	Agree = 2	
	Disagree = 3	
	Strongly disagree = 4	
V116	#41 Current MOS	44
	Codes: Strongly agree = 1	
	Agree = 2	
	Disagree = 3	
	Strongly disagree = 4	
V117	#41 Old Mos	45
	Codes: Strongly agree = 1	
	Agree = 2	
	Disagree = 3	
	Strongly disagree = 4	

CARD 2

Variable Name	Variable Label	Column Location
V118	#42 Current MOS	46
	Coded: Strongly agree = 1	
	Agree = 2	
	Disagree = 3	
	Strongly disagree = 4	
V119	#42 Old MOS	47
	Coded: Strongly agree = 1	
	Agree = 2	
	Disagree = 3	
	Strongly disagree = 4	
V120	#43 Current MOS	48
	Coded: Strongly agree = 1	
	Agree = 2	
	Disagree = 3	
	Strongly disagree = 4	
V121	#43 Old MOS	49
	Coded: Strongly agree = 1	
	Agree = 2	
	Disagree = 3	
	Strongly disagree = 4	
V122	#44 Current MOS	50
	Coded: Strongly agree = 1	
	Agree = 2	
	Disagree = 3	
	Strongly disagree = 4	
V123	#44 Old MOS	51
	Coded: Strongly agree = 1	
	Agree = 2	
	Disagree = 3	
	Strongly disagree = 4	

CARD 2

Variable Name	Variable Label	Column Location
V124	# 45 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	52
V125	# 45 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	53
V126	# 46 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	54
V127	# 46 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	55
V128	# 47 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	56
V129	# 47 Old Mos Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	57

CARD 2

Variable Name	Variable Label	Column Location
V130	# 48 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	58
V131	# 48 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	59
V132	# 49 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	60
V133	# 49 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	61
V134	# 50 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	62
V135	# 50 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	63

CARD 2

Variable Name	Variable Label	Column Location
V136	# 51 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	64
V137	# 51 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	65
V138	# 52 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	66
V139	# 52 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	67
V140	#53 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	68
V141	#53 Old Mos Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	69

CARD 2

Variable Name	Variable Label	Column Location
V142	# 54 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	70
V143	# 54 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	71
V144	#55 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	72
V145	#55 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	73
V146	#56 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	74
V147	#56 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	75

CARD 3

Variable Name	Variable Label	Column Location
V148	Card 3	1
V149	Case Identifier	2-5
V150	#57 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	6
V151	#57 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	7
V152	#58 Current MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	8
V153	#58 Old MOS Codes: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	9

CARD 3

Variable Name	Variable Label	Column Location
V154	# 59 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	10
V155	# 59 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	11
V156	# 60 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	12
V157	#60 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	13
V158	#61 Current MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	14
V159	#61 Old MOS Coded: Strongly agree = 1 Agree = 2 Disagree = 3 Strongly disagree = 4	15

Variable Name	Variable Label	Column Location
V160	Response #1, Why you decided to change MOS?	16-17
	CODES: To reenlist = 11	
	Compensation = 12	
	Civilian transfer = 13	
	Career with Army = 14	
	Education/Training = 15	
	Unchallenging = 16	
	Unmanageable = 17	
	Poor work environment = 18	
	Dislike of group (unit) = 19	
	Supervisor conflict = 21	
	Overtime = 22	
	Shift work = 23	
	Medical/involuntary reclass = 24	
	Geographic = 25	
	Family = 26	
	No change = 27	
	No response = 0	
V161	Response #2, Why you decided to change MOS?	18-19
	CODES: To reenlist = 11	
	Compensation = 12	
	Civilian transfer = 13	
	Career with Army = 14	
	Education/Training = 15	
	Unchallenging = 16	
	Unmanageable = 17	
	Poor work environment = 18	
	Dislike of group (unit) = 19	
	Supervisor conflict = 21	
	Overtime = 22	
	Shift work = 23	
	Medical/involuntary reclass = 24	
	Geographic = 25	
	Family = 26	
	No change = 27	
	No response = 0	
V162	Response #3, Why you decided to change MOS?	20-21
	CODES: To reenlist = 11	
	Compensation = 12	
	Civilian transfer = 13	
	Career with Army = 14	
	Education/Training = 15	
	Unchallenging = 16	
	Unmanageable = 17	
	Poor work environment = 18	
	Dislike of group (unit) = 19	
	Supervisor conflict = 21	
	Overtime = 22	
	Shift work = 23	
	Medical/involuntary reclass = 24	
	Geographic = 25	
	Family = 26	
	No change = 27	
	No response = 0	
V163	Response #1, Improvements in new MOS.	22-23
	CODES: Compensation = 12	
	Civilian transfer = 13	
	Career with Army = 14	
	Education/Training = 15	
	Challenging = 16	
	Manageable = 17	
	Better work environment = 18	
	Better group/unit rapore = 19	
	Harmony with supervisor = 21	
	No overtime = 22	
	No field/shift duty = 23	
	Geography = 25	
	Family = 26	
	No improvements = 27	
	No response = 0	

Variable Name	Variable Label	Column Location
V164	Response #2, Improvements in new MOS?	24-25
	CODES: Compensation = 12	
	Civilian transfer = 13	
	Career with Army = 14	
	Education/Training = 15	
	Challenging = 16	
	Manageable = 17	
	Better work environment = 18	
	Better group/unit rapore = 19	
	Harmony with supervisor = 21	
	No overtime = 22	
	No field/shift duty = 23	
	Geography = 25	
	Family = 26	
	No improvements = 27	
	No response = 0	
V165	Response #3, Improvements in new MOS?	26-27
	CODES: Compensation = 12	
	Civilian transfer = 13	
	Career with Army = 14	
	Education/Training = 15	
	Challenging = 16	
	Manageable = 17	
	Better work environment = 18	
	Harmony with supervisor = 21	
	No overtime = 22	
	No field/shift duty = 23	
	Geography = 25	
	Family = 26	
	No improvements = 27	
	No response = 0	

Variable Name	Variable Label	Column Location
V166	Changing jobs made difference in attitude?	28
	CODES: No response = 0	
	No change = 1	
	Change = 2	
	Change positive = 3	
	Change negative = 4	
V167	Was parenthood major concern?	29
	CODES: Yes = 1	
	No = 2	
	No response = 0	
	Don't know = 3	
	If No, V168 applies, or gets a No response.	
V168	Will it be in the future?	30
	CODES: Yes = 1	
	No = 2	
	N/A or No response = 0	
	Don't know = 3	
V169	Receiving order?	31
	CODES: Group 1 = 1	
	Group 2 = 2	

VARIABLE LIST

VARIABLE #	QUESTION
V34/35	My job requires that I keep learning new things.
V36/37	My supervisor always makes sure that I know what has to be done.
V38/39	I would encourage my friends to work in my MOS/Specialty.
V40/41	The skills I am using now will be very valuable in the future.
V42/43	Most of my personal friendships are at work.
V44/45	I would actually prefer to be doing another job.
V46/47	It is basically my responsibility to decide how my job gets done.
V48/49	The work I do on my job is meaningless to me.
V50/51	Co-workers usually let me know when I do my job well.
V52/53	When I do my job well I expect my supervisor to notice.
V54/55	My co-workers are incompetent.
V56/57	My job has rules and regulations concerning almost everything I might do or say.
V58/59	The Army is actually as I expected it to be.
V60/61	Most of my free time is spent with people I work with.
V62/63	The people I work with are helpful in getting my job done.
V64/65	The Army offers me a chance to better my life.
V66/67	I would feel comfortable supervising my co-workers.
V68/69	I am given a chance in the Army to do the things I do best.
V70/71	The work I do interferes with my personal life.
V72/73	I enjoy taking responsibility in my job.
V74/75	I get to do a number of different things on my job.

VARIABLE #	QUESTION
V78/79	I deserve all the credit or blame for how well I am doing my work.
V80/81	I am very satisfied with my job.
V82/83	I never seem to have enough time to get everything on my job done.
V84/85	My supervisor is friendly.
V86/87	I am often frustrated at work.
V88/89	I have to ask my supervisor before I can do anything.
V90/91	On my job I can't satisfy everyone at the same time.
V92/93	Supervisors usually let me know when I do my job well.
V94/95	The people I work with are friendly.
V96/97	My job lets me use my skills and abilities.
V98/99	Even if no one tells me, I can figure out how well I am doing my job.
V100/101	I am closely supervised.
V102/103	I am very satisfied with the Army.
V104/105	Frequent assignments away from home do not bother me.
V106/107	The Army is concerned about giving everyone a chance to get ahead.
V108/109	My supervisor is competent in doing his/her job.
V110/111	My main interest in my work is to get enough money to do the other things I want to do.
V112/113	Most of my free time is spent away from the Army (including Army housing).
V114/115	A lot of people can be affected by how well I do my work.
V116/117	I am able to take time off from work to take care of important personal matters as easily as anyone else.
V118/119	Promotions in my unit are handled fairly.
V120/121	The most important things that happen to me involve my job.
V122/123	My supervisor is helpful to me in getting my job done.

VARIABLE #	QUESTION
V124/125	Good efficiency ratings depend on how well the supervisor likes you.
V126/127	Men receive preferential treatment in my unit.
V128/129	The people I work with are competent in doing their jobs.
V130/131	I am not asked to do work that is offensive to me.
V132/133	My supervisor is very concerned about the welfare of those under him/her.
V134/135	I am using all my abilities on my job.
V136/137	Any person with ability and willingness to work hard has a good chance of being successful in my MOS.
V138/139	My job skills will be very valuable if I left the Army.
V140/141	My work in the Army is exactly what I expected it to be.
V142/143	My job requires a high level of skill.
V144/145	To satisfy some people at work, I have to upset others.
V146/147	My main satisfaction in the Army comes from my work.
V150/151	My job provides a clean, pleasant work environment.
V152/153	The chances for promotion are good in my MOS.
V154/155	Women receive preferential treatment in my unit.
V156/157	I am not asked to do excessive work.
V158/159	I feel that most of the things I do on my job are meaningless.